

**FACULTY SENATE MEETING**  
**April 6, 2016**

SECRETARY ELIZABETH WEST (South Caroliniana Library) asked the Senate to welcome special guests the University of South Carolina Marching Band.

**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 March 2, 2016. There were none, and the minutes were approved.

**3. Invited Guests**

CHAIR GRANT stated that he invited the two guest speakers from the Athletic Department to improved communication between Athletics and faculty and dispel misunderstandings. He introduced the first speaker, head football coach Will Muschamp.

GUEST WILL MUSCHAMP (USC Head Football Coach) provided information on his background. He is a graduate of the University of Georgia, and has a Master's Degree from Auburn University. He was raised in a family where education was very important. His father, Larry Muschamp was a teacher, a principal, and graduated from the University of North Carolina with a History Degree and got his Master's in Education. His father taught because he made a difference in people's lives. Coach Muschamp got into coaching because of competition but also making a difference in people's lives. Education is important to his other family members as well. His mother and a brother graduated from Duke, and another brother from West Point.

Muschamp pointed to a situation with the Miami Dolphins as an example of how education is important to him. He counseled a player that had been cut from the Dolphins to go back to school and finish his degree, but he was unable to afford it. Less than 4% of everybody that plays college football make it more than 4 years in the National Football League Retirement in the NFL kicks in at 4 years and 6 games. Those owners are pretty smart. So Muschamp emphasizes to his players that they need to get their education.

During his last two years at Florida athletes had a higher GPA than the regular student body. He wants them to be able to take advantage of the opportunities they have a college.

Muschamp is glad to be at South Carolina. They are in the middle of spring practice. Tomorrow is a Lettermen's game, a flag football game, with over 100 lettermen signed up to come back.

Muschamp and his staff want to be very accessible to the faculty.

PROFESSOR (unidentified) – question – inaudible

COACH MUSCHAMP stated his graduation rate was over 68% every year. He had the issue of a lot of players left early for the draft and that counts against that rate. Graduation rate is not as efficient a grading scale as opposed to the Academic Progress Report. That means players are advancing toward their degree process in the right way. So their percentage toward graduate each year is meeting a certain rate.

The graduation rate can be a little misguided at times because there are young men that maybe don't fit in the program and they transfer, so that hurts the graduation rate. So it's not necessarily that young men are not being successful and not graduating, maybe they transferred, maybe there was an issue at home, some other issue that they left the university.

CHAIR GRANT asked for his philosophy on Thursday night games.

COACH MUSCHAMP replied that Thursday night games are up to Coach Tanner. It's great to start the season, but at mid-season it makes it a little bit difficult for the student athletic at times to juggle a lot of things in the middle of the season.

PROFESSOR LORI ZIOLKOWSKI – (Earth and Oceans Sciences) – Question – inaudible.

COACH MUSCHAMP stated that faculty should let him know of issues. A lot of motivation and inspiration from him can help; they all want to play and taking away playing time is the best motivator he has. With football, 90% of his issues is with 10% of his team and it's that small group that ruins it for everyone else.

CHAIR GRANT asked who the people will be that will make a difference in players' lives.

COACH MUSCHAMP replied that they are fortunate to have a lot of people like that. There are a good group of character men on the football team that have been really good to work with. There haven't been a lot of issues. He hasn't had the hurdles he faced in the climate at a different school.

PROFESSOR LORI ZIOLKOWSKI thanked him for making positive changes, including the chaplain situation.

COACH MUSCHAMP replied that he has a roster of about 130 players from all different backgrounds, who all are motivated differently and view things differently. He doesn't want to pigeonhole the program into one place for a spiritual message, so he wants to expose players to multiple backgrounds and multiple options for them to be spiritually

developed. There will be times when things aren't going well for players. He wants them to have a good blend and balance to have a great college experience.

CHAIR GRANT introduced the second speaker, Athletics Director Ray Tanner.

GUEST RAY TANNER (ATHLETICS DIRECTOR) stated that Coach Muschamp is all about effort, toughness and discipline. There is accountability; there is a culture that they are extremely proud of in a short period of time. Faculty can be assured that when he says "reach out to me" they can do that and he will work with faculty to make changes.

Tanner thanked the faculty for the opportunity that they give student athletes. There are times when they have to travel, and they go to faculty to ask for the opportunity to make up some school work and the opportunity to maybe take a test early or after they get back. They appreciate faculty working with the students in that way.

He also appreciates what faculty do on a daily basis to enhance their opportunities for an education. During their exit interviews with athletes, the conversations are mostly about what's next in their lives and in reality only about 1% of Carolina's student athletes will play a sport for a living. So they're headed into the real world to hopefully get jobs and be gainfully employed in a short period of time. While a lot of things athletics does is in the newspaper the next day, it goes away for the student athletes in a short period of time so they appreciate greatly the impact of faculty. Tanner's staff asks from time to time for academic progress reports on student athletes and it helps them tremendously. It enhances the support and the resources that Athletics can give them. With the Dodie Anderson Academic Enrichment Center they are going to do everything possible to give them an opportunity to succeed academically.

For 18 consecutive semesters, they've averaged at least a 3.0 from the 551 student athletes. Gamecock athletics consistently lead the SEC in academic honor roll. Last year they had 336 which is a 3.0 or better and they led the fall semester of SEC academic honor roll for the 8<sup>th</sup> straight year.

While the travel and home games are exciting and while they fill the Colonial Life Arena, Williams Brice Stadium and Founders Park now, it's just temporary and Tanner's staff understands that. Eventually it's not about the sport, it is about their academic progress and their opportunity to provide and make a living. No one plays a greater role in that than the faculty.

Tanner is sometimes asked to name his best coach. He always answers that it's Maria Hickman, who "coaches" the 551 student athletes. They have learning specialists, mentors, tutors, but on a daily basis that's her focus. There's no one better at the job than Maria Hickman in the Southeastern Conference.

PROFESSOR CARRIE QUEENAN (Management Science) asked for more information on the Academic Enrichment Center.

ATHLETIC DIRECTOR RAY TANNER replied that it is called The Dodie, named for Dodie Anderson of Greenville; she gave the lead gift for the Dodie Anderson Academic Enrichment Center. The mission statement is to educate with integrity, professionalism and respect. They are committed to building relationships and holding students accountable in order to achieve academic excellence in preparation for graduation and beyond.

It has nine full time academic advisors, five learning specialists, and a director of life skills. They also lead the SEC in community service hours. With over 8,000 hours in 2014/15 they will lead again in this 2015/16 academic year. There are athletic advisors, learning specialists, 80-100 tutors and they are made up of undergrad, grad students, community members, and many times they are requested by students but also the advisors step up and say that they need to do that. There are about 50 active mentors in the program and the life skills program simply is to prepare students for life after college. Usually each sport has a mandatory program each year that they get involved with. There are different components during the semester that are comprised of different issues but financial literacy is one. Others include professional dress and an etiquette dinner, a networking seminar, and community outreach.

CHAIR GRANT asked if coaches are incentivized for academic achievement by their players like they are for winning championships.

ATHLETIC DIRECTOR RAY TANNER stated that they are. In nearly every coach's contract there is an incentive piece that addresses the APR that Coach Muschamp alluded to. That's Academic Progress Rate. In simple terms that is, are they moving towards their graduation successfully? Are they moving through their academic careers? Coaches get a point for that. There's a point for retention; did they come back? So in one given year there are 4 total points. And there's a system that it all adds up to efficiency in the APR and if those numbers are very high then coaches are rewarded for the success.

PROFESSOR MICHY KELLY (School of Medicine) asked Tanner to comment on the hot topic of some kind of form of compensation for student athletes when so much money comes into the university either directly through ticket sales or merchandise and things like that.

ATHLETIC DIRECTOR RAY TANNER replied the 2015-16 academic year was the first time that across the country the NCAA allowed schools to engage in cost of attendance. So if a football player has a full scholarship – tuition, fees, room, board and books, in years past that was the extent of their scholarship unless they qualified for Pell Grant and that's separate. Now every university has a cost of attendance number determined by the university's financial aid. It's a federal number, it's not determined by

Athletics. At the University of South Carolina that number is \$4,200 so it's \$420 for 10 months. Full scholarship athletes get \$420 monthly outside of their full scholarships.

PROFESSOR KELLY asked if that's only for the ones who are on scholarships.

ATHLETIC DIRECTOR RAY TANNER replied that was correct.

ATHLETIC DIRECTOR RAY TANNER stated that Time Expectations was another hot topic at the NCAA convention in San Antonio in January. That's going to be addressed as they move forward for the next NCAA calendar. It's likely that student athletes will have less restrictive times with their sport. Whether it's a day off during the season which they currently have, or 2 days off in the off season or certain number of hours, it is going to probably become in some format less restricted. They hear a lot of times that student athletes do not have an opportunity to engage on campus in ways that they would like to. Some do and some have time issues but that's another hot topic that's coming forward.

CHAIR GRANT asked if there are any misperceptions or something that Tanner wished faculty or the general public knew more.

ATHLETIC DIRECTOR RAY TANNER could not point to one. He is very blessed and honored that this is his 20<sup>th</sup> year on the campus at the University of South Carolina, and as a former coach and now an administrator, he firmly believes that the faculty and the athletic staff work well together. There were probably misconceptions years ago but their priority is academics. Academic success is ultimately the major imported component of their lives and where they're going. They're all trying to accomplish the same thing and faculty's impact is so important in what they do every single day.

#### CHAIR-ELECT CANDIDATES

CHAIR GRANT introduced the two candidates for Faculty Senate Chair who will become chair elect August 15th, 2016, and will become chair August 16th, of 2017. The first candidate is the first candidate Professor Esmail Jabbari of the College of Engineering and Computing.

PROFESSOR ESMAIEL (Biomedical Engineering) provided information on his background. He earned his Bachelor's and Master's Degrees at Virginia Tech, and his PhD from Purdue University in Chemical Engineering. He worked for a company in St. Louis Monsanto for a few years, spent a year at Rice University in the Department of Bioengineering and then two years at the MAYO Clinic in Rochester, Minnesota before coming to University of South Carolina in August of 2004.

He has published about 90 papers in the last 11 years and had around 120 students in his lab. He was on the Provost Committee on the establishment of Biomedical Engineering; it was established in 2006, two years after he came here. He served on Intellectual

Property Committee of the Senate, was the Chair of the Instructional Development Committee, and served on the Faculty Welfare. He is the editor of two journals and has served on the organizing committee of many of the conferences nationally and internationally. He's also done work for a number of societies: American Institute of Chemical Engineers, Society for Bio Materials, and International Society of Tissue Engineering and Regenerative Medicine.

One of his motivations for running for Chair of the Faculty Senate is that he'd like to find new ways, innovate ways, to encourage faculty members to publish scholarly work so that they can improve the ranking of the university. Faculty members, especially young faculty members, spend a lot of time writing 10 to 15 proposals every year and then hopefully one of them gets funded; when it gets funded that's very important to the unit, it's very important to the university and then after that they have to include the students, do the research and then finally writing and doing publications. This is a very challenging path to take and a lot of faculty members don't find the time, once they do the research, to actually publish the work. He wants to find ways through the Faculty Senate to encourage faculty tenure and tenure track or tenure to publish more and more quality papers.

CHAIR GRANT introduced the second candidate also from the College of Engineering and Computing, Professor Marco Valtorta.

PROFESSOR MARCO VALTORTA (Computer Science and Engineering) stated that over the past 28 years he has had the great pleasure to work not only in his department but also in several university committees. He has worked in two different colleges, the College of Science and Mathematics through 1999 and the College of Engineering and Computing since 2000. Computer Science is truly a discipline that interacts with many others and this gives him a certain breath of vision.

Valtorta reviewed his committee work. From 1994-97 he was a member of the Instructional Development Committee, and chaired for two years the Teaching Evaluation subcommittee of the University Committee on Instructional Development. From 2008 to 2011, he was on the Committee on Curriculum Courses and he has served a one-year stint in the Faculty Advisory committee. In 2014-2015 contributed to the creation of the Ad Hoc Faculty Committee on Information Technology. He is now the chair of the UCTP the University Committee on Tenure and Promotion. He has learned a lot about the breadth and depth of the University and the spectacular things that the faculty members of the university do. During his tenure as chair the UCTP updated the rules so that certain evaluation of files is somewhat simplified in certain cases.

He has witnessed that the faculty mainly through the senate and its committees can be an effective legislature and an aid to governance. His motivation for running for Faculty Senate is simple, he loves this place and he has grown to love working on procedural manners and what is associated usually in academic departments with service; service to

colleagues, service to the faculty as a whole. The decision to accept the job of Assistant Professor here at the University of South Carolina 28 years ago was one of the best decisions of his life. It took him to a place he loves. He would be honored to serve the faculty of the university as chair of the Faculty Senate. He will bring his experience and ability to the task and do his best to serve and fulfil his duties if elected.

SECRETARY WEST stated that voting by secret ballot and the majority is required for an election and that is a majority of the members on site voting. West and Parliamentarian Bill Sudduth collect and count the votes and then have the results later in the agenda.

#### **4. Report of Committees.**

CHAIR GRANT – Thank you so much. Want to move on to the reports of the committees. Before we do though I've been getting a plea, as you know this meeting is going to run a little bit longer than other meetings because of our special guests but to kind of make up for it we've been invited for a cocktail hour at the Capital City Club and somebody out there is wondering how many are going to show up because they want to make sure they don't run out. Can I get just a quick count of how many people are planning to go to Capital City Club after the meeting? I'm going to start looking over here okay. Okay, that's what we need to know. Nothing like complimentary beverages, especially when you are in the Journalism school. Alright reports of committees we are going to start out with the Committee on Admissions call Professor Jodi Spillane.

##### **a. Committee on Admissions, Professor Jodi Spillane, Chair:**

PROFESSOR JODI SPILLANE (Libraries) - The Faculty Senate Committee on Admissions brings forward for your approval one change to the undergraduate bulletin.

CHAIR GRANT- Changes been submitted to the faculty in advance as a motion from the committee it requires no second. Are there any questions or discussion about the proposed change? Hearing none all in favor please say aye. Any opposed like sign? Congratulations.

The Committee on Curricula and Courses has brought forth a number of proposals. Professor Kathleen Kirasic is with us to bring those to you.

##### **b. Committee on Curricula and Courses, Professor Kathleen Kirasic, Chair:**

PROFESSOR KATHLEEN KIRASIC (Psychology) - Good afternoon. The Faculty Senate Committee on Curricula and Courses brings forward for your approval 11 proposals: 4 from the College of Arts and Sciences, 4 from the College of Engineering, 1 from the College of Hospitality, Retail and Sports Management in that proposal is RETL

535 representing the Retail Department or the Department of Retail that is a slight typo from the report you had received. We also have 1 from the College of Information and Communication and 1 from the College of Nursing.

CHAIR GRANT - As a motion from the committee it requires no second is there any discussion or any questions about the proposed changes? Hearing none all in favor of these 11 changes please say aye. Any opposed? Thank you.

We now move to the Committee on Instructional Development they have brought forward a set of proposals that have been previously distributed to you electronically presenting those Professor Tena Crews.

**c. Committee on Instructional Development, Professor Tena Crews, Chair:**

PROFESSOR TENA CREWS (Hospitality, Retail and Sport Management) – The Instructional Development Committee brings forward 4 courses for your approval: 2 from the College of Arts and Science 2 from the College of Hospitality, Retail and Sport Management.

CHAIR GRANT- As motions of the committee we need no second is there any discussion or questions regarding these proposals. Hearing none all in favor of approving them please say aye. Any opposed? Thank you.

We now move directly to the Report of Officers. And kicking off the Report of Officers, the person with the best selection of Gamecock ties I've met, one of these days I'm going to challenge him in that regard, your president Harris Pastides.

**5. Reports of Officers.**

PRESIDENT HARRIS PASTIDES recognized Professor Val Littlefield as the university's Faculty Athletic Representative for the Southeastern Conference.

The President reported that over a thousand students came in the month of March alone to tour the campus. The university has received the largest number of student applications in its history.

The investiture for the new chancellor at the University of South Carolina Beaufort was held on March 18 in Bluffton, South Carolina; there is a new Hilton head campus as well focusing on tourism management. The new chancellor is Dr. Al Panu, who came from the University of North Georgia. He is the highest ranking African American official at the University of South Carolina and the first person of color to head one of the comprehensive campuses. Carolina also has two Vice Presidential leaders who are people of color: John Dozier, the Chief Diversity Officer, and Derrick Huggins, who is in charge of facilities. Female administrators are Provost Joan Gable, Vice President of Development Jancy Houck, and Chief Financial Officer Leslie Brunelli. The university

still has a way to go so as administrators talk about encompassing diversity, it has to be not only in how they deal with students but how the campus promotes and nurtures and recruits and retains, up to the highest administrative levels as well.

The 40th Anniversary of the Arnold School of Public Health was celebrated on the 15<sup>th</sup> of March; ours was the 19<sup>th</sup> School of Public Health chartered in the United States in 1975. There are now approximately 60 accredited schools of Public Health in the US. USC's program has grown to a size of 2500 students and 137 faculty and they garnered 36 million dollars in external research support. Julius Fridriksson from that college recently received one of the largest R01s from the NIH - an 11.1 million dollar grant to establish a center for the study of Aphasia Recovery. Congratulations to him and also to faculty member Claudia Benitez-Nelson who is the 2016 Southeastern Conference Faculty Achievement Award winner.

The USC Medical School practice plan, the clinicians who work at the USC School of Medicine, have merged with the employed physicians from Palmetto Health. The USC School of Medicine has now become the largest multi-specialty group of physicians in the Midlands and the second in the entire state of SC with over 500 doctors and 2,200 clinicians taking care of approximately 370,000 patients across the Midlands and beyond.

The President welcomed a new dean in the College of Education, John Peterson, who is coming from the University of Nebraska Lincoln.

On March 16, Dean Bierbauer invited the Boston Globe's Editor at Large Robby Robinson, a central figure portrayed in the movie "Spotlight" that won the Academy Award, as part of the Buchheit Family Lecture. It was standing room only.

On the 22<sup>nd</sup> of March Dr. Marjorie Spruill kicked off a new faculty lecture series in Arts & Sciences and her topic was "Divided We Stand: Women's Rights, Family Values and the Polarization of American Politics."

The Irvin Department of Rare Books will host the Shakespeare folio, an original first folio from the Folger Library. USC was selected to be the only repository in the state to host it. It will be on display between April 14<sup>th</sup> and the end of the month.

Pastides noted the passing of our revered South Carolina author Pat Conroy and thanked Dean Tom McNally for providing the exhibit "Pat Conroy Retrospective" at the Thomas Cooper Library.

CHAIR GRANT asked Dr. Pastides to comment on the outlook from the legislature.

PRESIDENT PASTIDES stated that it's a better year than he's seen at any time in his presidency and that's because the revenues are up in South Carolina, tax collections are up and other revenues as well. They are expecting some recurring, non-earmarked funds.

They will go to the Provost to make decisions relative to the importance of faculty expansions.

There also is likely to be a pay raise this year. It's likely to be across the board as opposed to a discretionary pay raise, mandated for faculty and staff.

Pastides is hopeful for a Bond Bill. A Bond Bill essentially is an opportunity for USC to borrow money at the favorable rates of the South Carolina State Government. Essentially they pay the interest on the bond and the university uses the money. It hasn't happened for probably 15 years, while other states, recognizing the low cost of borrowing/acquiring money, have been investing heavily in the physical infrastructure.

CHAIR GRANT - Other questions for the President?

PRESIDENT PASTIDES - Thank you. Thank you Augie.

CHAIR GRANT - Mr. President, Thank you. Next up in our Report of Officers we welcome back Provost Joan Gabel. She of the newly enlarged checkbook, isn't that probably one of the best ways to be introduced?

PROVOST JOAN GABEL reported on dean hires and searches. The new College of Education Dean is Jon Pedersen a Senior Associate Dean who comes from Nebraska Lincoln. His background is in STEM education and he has also done some very interesting diversity and inclusion initiatives in Nebraska.

The new Engineering and Computing Dean Hossein Haj-Hariri was welcomed in January.

The search is still underway for the Arts & Sciences Dean. That is a big college and a big process and it is taking some time. A candidate is coming in next week.

A committee and panel are searching for a new Pharmacy School dean. Dean Randy Rowen is retiring.

The search for Anna Scheyett's successor in the College of Social Work will begin soon.

The search for the next CIO is gearing up. It is a significant search as you might imagine. They've had the same leadership in the CIO office for 17 years and makes for an interesting process of drafting a position description when they haven't written one in such a long period of time, especially for a part of the campus that is so pervasive and also that changes very rapidly. The Provost's Office is working very hard on identifying the search committee, working with the Ad Hoc Faculty Senate IT Committee and getting the search firm in place.

The blueprint process has been completed. This is an annual process where administrative leadership teams fill out an extensive report on a variety of attributes of their unit, including fiscal, strategic, goal setting, needs identification and discusses with the Provost what's going on in each unit. Provost Gabel's intention is to give the blueprinting process a really deep look this summer to see how they might align it more closely with how they are updating strategic goals, updating the dashboard, aligning those strategic goals with the deployment of constrained resources etc. She promised the Deans that she wouldn't make any fundamental changes until she'd been through it once to have a sense of what it really is like.

There will be a lot of planning this summer on how to engage in the measured growth and the faculty expansion. They will be doing some really deep dive planning on how to align needs, resources and strategic goals to allocate the new faculty lines in the best possible way. Accenture was on campus for about 6 weeks in the fall helping develop a model to use predictive analytics and do that as efficiently as possible. It's a fresh look at data on student enrollment, on where the growth is happening, on where resources have been going in the past so that they can make plans on where they need to go in the future.

It gives us analytics, but it doesn't overlay the human conversation, the human element, where faculty can go to their department chair or dean or to the Provost when they have something transformative they want to do. Data helps set boundaries on what the university can afford but it doesn't substitute for interesting, innovative ideas that come up from the faculty and that they then try to work on and build and grow.

The Provost has been working on the university's international strategies, and recently toured Latin America. She thanked the faculty for helping her transition especially through some difficult and challenging circumstances.

CHAIR GRANT – Thank you very much. Continuing with our Report of Officers and I'm hoping to get the title right Vice Provost and Dean of Graduate Studies Lacy Ford.

VICE PROVOST AND DEAN OF GRADUATE STUDIES LACY FORD provided an update on the joint initiative between the Office of the Provost and the Faculty Senate concerning faculty who are not on the tenure track. Carolina has about 1,700 faculty at the University of South Carolina - close to 1,200 tenure track faculty and roughly 500 who are not on the tenure track. Removing the two School of Medicine campuses out of that calculation leaves about 1,125 tenure track faculty and about 300 non-tenure track faculty so the heavy presence of clinical faculty in the School of Medicine influences the number for the campus as a whole.

The Office of the Provost has worked with the Faculty Senate Ad Hoc Committee on this subject to lay what will be a strong foundation of information and ideas on which to continue in that partnership and move forward to develop a set of recommendations

which will more fully recognize the contributions of faculty who are not on the tenure track to USC's mission of teaching, research and service. This process has not been as visible to faculty as we would like but together with the ad hoc committee, the Office of the Provost has done a lot of preparation that through the first 2-3 quarters of this year that's not yet visible but is extremely important and once completed that work will hopefully things can come out of the ground can move in the next phase in a fast and more visible way.

The initiative has gathered information and examined a whole array of sources of information. In cooperation with this Faculty Senate Ad Hoc Committee we benchmarked all of the SEC public universities, all of USC peer and aspirant institutions, and as many other large public large universities as we could find public information on for this topic. We studied available national publications, reports, foundation reports, searched websites, to find out what are the best practices that other universities are using for their faculty who are not on the tenure track. We conducted a survey of all of the deans at USC and they've responded to get an idea of the range of titles they were using and the duties that were assigned to people with those titles and that's a very valuable source of information. We have reviewed and used constantly the Faculty Senate's Faculty Welfare Climate Study of faculty not on the tenure track which was conducted in 2014 and when we have reviewed all college and unit policies on faculty who are not on the tenure track including their promotion policies.

Having done this, Office of the Provost will be meeting with the Faculty Senate committee to begin to determine courses of action. These are going to fall into a couple of categories. It will be something for the Office of the Provost to work on as well as the Faculty Senate committee. Some of the things involve possible action simply by the Office of the Provost. One thing would be to do everything possible through the Deans and down through the Chairs, to work to establish a local climate, a climate at the unit level or at the college level that makes for a very collegial and respectful workplace and enhances everyone's morale. All of the national research on this subject and all of the data suggests that it is at the unit level or the most local level that the climate in which faculty not on the tenure track work that matters most in how they feel about the contribution they are making to the university..

Secondly, there will be the opportunity to open or create incentives and rewards to faculty not on the tenure track who are engaged primarily in teaching and who often participate in very innovative and effective teaching. In fact, non-tenure track faculty often take the lead in teaching innovation. They often respond to new ideas very quickly and they need to be recognized for that activity. There are two big opportunities here. One, the university can establish a series of programs, workshops, and incentives for faculty who are not on the tenure track to be highly innovative and do excellent teaching, it will be in the vanguard of institutions nationally if not at the very point of the spear in

insisting that if you're going to teach at the University of South Carolina whether you're on the tenure track or not you're going to be an excellent teacher. We are also going to recognize this and reward it as best we can. A good example of this is that, administered through the CTE, the Office of the Provost created a series of awards for innovative and excellent teaching, the Golden Apple Awards. They will be announced within the next couple of weeks. That competition was open across the board to the tenure-track faculty and faculty who are not on the tenure track and in certain areas we will be able to do things like that going forward. Within the state limit of three years we have the opportunity to offer three multiyear contracts, more than one year contracts, to non-tenure track faculty who have proven their effectiveness and value in whatever area. And there may be some internal grant competitions which they could consider opening to faculty with responsibilities appropriate to that particular grant competition going forward. These are all things that will be under consideration in the Office of the Provost. This initiative has been from the very beginning of Provost Gable's tenure here something that's important to her.

There are other perhaps more significant matters than the ones already mentioned which Faculty Senate will have to take the lead on. Some unit of Faculty Governance will have to take the lead on these because they have to go through Faculty Governance for approval and because they will involve solicitation of widespread faculty opinion and input. This includes naming conventions for non-tenure track faculty in an effort to call non-tenure track faculty names that really tell what they do, so that their primary duties will be aligned with their title. There are some approved titles but this is a matter for Faculty Governance to consider and see in what direction they would like to push this alignment. They have discovered by benchmarking that nationally there is pretty close alignment, probably closer than information shows here. But this is a change in which faculty governance will take the lead.

They also will turn to Faculty Governance to make any changes that they choose in the Faculty Manual to allow non-tenure track representation, faculty who are not on the tenure track to serve on this Faculty senate which they currently cannot do. They will look for Faculty Governance to perhaps outside the Faculty Senate chain to encourage units and colleges to consider when it's appropriate for faculty who are not on the tenure track to have voting rights and to always allow them some voice on appropriate issues. And finally in those cases where they do not exist they'll look for unit faculty to lead the process of establishing appropriate promotion guidelines for faculty who are not on the tenure track.

CHAIR GRANT - That concludes the report of officers we now have the Report of the Secretary I call on Professor Elizabeth West. I kind of wish the drums were still here.

## **6. Report of the Secretary**

SECRETARY WEST - We have the results. I want to thank everyone for participating in this process. The ballots were in favor of Professor Marco Valtorta.

CHAIR GRANT - We're going to have some fun. (\*\* Out of sequence) We do have the Report of the Chair.

## **7. Report of the Chair.**

CHAIR GRANT - Couple of very quick items. I distributed via email a notice from the Provost Advisory Committee on Women's Issues regarding the University of South Carolina Family Friendly Policies. Provost has a great web page that outlines these. They've also prepared a one page handout that I think I emailed to you or you can download.

We are encouraging every one of you when you have your next unit faculty meeting to have a discussion of these. Its become apparent that not everyone on campus knows the policies and knows the degree to which we have set up specific mechanisms to help you not only in achieving tenure and promotion but when you have challenges that are not expected the university has mechanisms that will help out. We think that we need everyone especially our junior colleagues to know what these are and to be able to take advantage of them so that we can not only get the most productivity but we can have that family atmosphere where these are things that are looking beyond just, let's produce this much or graduate as many students. Let's have a high quality of life and these policies go a long way toward that. So I compliment the PACWI still not used to the acronym.

We are looking for faculty representation on the steering committee for Discovery Day. If you have a special interest in Discovery Day I've received a note on that and I'd like to get some involvement there.

You'll be getting more communication from Faculty Senate I hope not too much but we have filled out the Faculty Senate Staff. I'd like to introduce everybody to Cassidy Shackelford. Cassidy if you can stand up. Cassidy is joining us as our Administrative Assistant. She'll be half time in the Faculty Senate office working with Yvonne Dudley who also will stand up, who will handle all of your problems again any questions, any committee needs anything they can help with. Its been such a wonderful year working with Yvonne and welcoming Cassidy we've got an even greater year ahead. Although I don't know how we'll top the band. We'll find a way to do that.

Our next Faculty Senate meeting is June 1<sup>st</sup> that's a Wednesday it will be at 3PM and it is our Hawaiian shirt meeting. That's not option. That's required Hawaiian shirt I'm told by

my predecessor. In the interim there will be a General Faculty meeting on Tuesday the 26<sup>th</sup> and I've heard that we are looking to move that from 2 to 3 o'clock, somebody scheduled so we'll send out a note on that its either 2 or 3 o'clock on Tuesday the 26<sup>th</sup> which is reading day and there will be a set of changes that have been proposed for the Faculty Manual that have to be approved at that meeting.

That concludes the Report of the Chair, the new business, the election are there any announcements for the good of the order?

#### **8. Unfinished Business (\*\*).**

**CHAIR GRANT** - Moving on next item in the agenda, unfinished business? I have none on the list.

#### **9. New Business (\*\*).**

**CHAIR GRANT** - Is there any new business that anyone wishes to bring forward today? Seeing no new business

#### **10. Good of the Order**

**PROFESSOR MARCO VALTORTA** - Just a reminder that UCTP Orientation is also on Reading Day at 10AM and 11:15. 10AM for faculty candidates, 11:15 for unit chairs and tenure and promotion chairs.

**CHAIR GRANT** – And its never too early for faculty going up to come and attend a meeting? Thank you, sir.

**CHAIR GRANT** - One more announcement for the Good of the Order for those who have not been there the Capital City Club is in the tall building on the other side of the state house. It's had about 5 names since I've been here and I think right now it's just known as the tall building but it's on the top floor. They're waiting for us with cocktails and some snacks and it's just their treat they wanted to something for the university.

#### **11. Adjournment.**

**CHAIR GRANT** - So with that announcement I will entertain one more motion. I have a motion to adjourn do I have a second? All in favor please say I? Thank you very much. WE will see you at the General Faculty Meeting.

*\*\*Items out of sequence*