

FACULTY SENATE MEETING
September 14 2016

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 June 1, 2016. There were none, and the minutes were approved.

CHAIR GRANT introduced Amie Freeman from the University Libraries Student Body President Michael Parks to speak on Open Educational Resources.

3. Invited Guests

GUEST MICHAEL PARKS (Student Government) opened by reviewing a joint resolution that the Student Senate passed two years ago supporting open access and open educational resources at the university.

At the University of South Carolina, 65% of students report not purchasing a textbook because of how expensive it is. In the last ten years, textbooks prices are up 88% as opposed to about an increase of 66% of other college fees and 21% of all other items. Of those 65% of students who report not purchasing a textbook because it's too expensive, 94% percent of them openly admit that not purchasing textbook would negatively affect their grade.

Furthermore, students report that high textbooks costs have caused them to have a lot of poor repercussions on their grades, including poor grades, taking fewer courses, not registering for a course, dropping a course, failing a course, and having to retake a course.

GUEST FREEMAN reviewed things faculty are doing to combat rising textbook prices and their negative effects on students, including selecting older editions, electronic texts, and ensuring textbooks aren't bundled.

What are Open Educational Resources or OER? Many faculty members and students identify them as “free textbooks.” This is true but in reality OER actually offers many more advantages beyond traditional cost-saving measures.

Open Educational Resources are teaching, learning and research resources that reside in the public domain, or have been released under an Intellectual Property license that allow

for their free use and repurposing by others. They're typically funded from grants, by educational institutions, government or philanthropic organizations such as the Gates or the Hewlett Foundations that allow them to be competitive in all aspects with traditional commercial textbooks. Most OER are written, edited and reviewed by other faculty members who are experts on the subject.

Many OERs are submitted to a vigorous peer-review processes both before publication and after their release. These reviews are available from sites such as Open Textbook Library or Merlot.org.

GUEST PARKS interjected that USC students annually spend nearly \$1000 on textbooks.

GUEST FREEMAN continued that OER are available to students in multiple varieties and formats to best fit their need in the classroom. So for an example, a student using OER can read an OER in their browser. They can download it to their personal devices and read either the full textbook or a small section as a pdf. They can print out the materials themselves on line or they can purchase a low cost printed edition from the bookstore.

The open content can also include chapters, videos, tests, softwares and homework labs or any other resources that support access to knowledge.

OER also provides faculty with complete control over their course material that they might not have had with a traditional textbook. Faculty are free to customize material to best fit their needs.

In addition, faculty members using OER encounter little or no copyright concerns. In most cases, they are free to print material, post pdfs to Blackboard or personal websites and re-distribute large sections of texts without having to worry about licensing or copyright exceptions.

Many OERs also offer supplemental instructor materials, accessibility for disabled students and even online homework or lab packages that have either been created by the original author of the OER or by other faculty members who are already using the resource.

Studies show that students whose teacher assigned Open Educational Resources generally perform as well or better than students using traditional textbooks. All students regardless of financial background have access to their course materials on the very first day of class. Students with access to their full course materials have greater opportunities for success.

Freeman shared several websites with OER information and products, and recommended faculty look at Cooper Library's new library guide on the subject.

OERs have not been developed in every subject. The library offers enormous amounts of high-quality educational resources. Using these materials can save students significant amounts of money. The library offers e-books, databases, and journals that can easily be linked to from Blackboard or a syllabus.

The library also purchases reserves for classes with over 100 students enrolled; for smaller classes copies can be placed at the reserves desk.

In addition to partnering with Student Government, the library offers an annual award to provide four faculty members with \$500. Two years in the program, they have saved students an estimated \$38,000 and have had consistently received excellent feedback from both winners and their students. This year they are offering another round of the SCoer program. Apply between January 9th and May 5th of 2017. Members of the library and the Student Government will select four winners to be announced on May 19th.

GUEST PARKS stated that Student Government this year has decided to revitalize this entire effort to advocate for Open Educational Resources. Parks attended the SEC Exchange which is the annual conference put together for every Student Government within the conference. The first thing they addressed was OERs.

GUEST FREEMAN- stated they can bring OER workshops to academic departments or work individually with faculty members.

IT- Someone remotely wants to know if the PowerPoint will be available to Senators?

CHAIR GRANT confirmed that they would be. [note: the presentation is on the Faculty Senate website]

CHAIR GRANT- introduced the next guest speaker, the outgoing chair of the Faculty Senate at USC Sumter Hennie Van Bulck who is the Associate professor of Business Administration at USC Sumter.

GUEST HENNIE van BULCK (USC Sumter) stated he is an Associate Professor of Business at USC Sumter and has served as Chair of the Palmetto College Campuses Faculty Senate. He was born in the Netherlands and came to the United States in '72 as a graduate student. He is living in this country not because he was born here, but because he thinks it's the greatest place in the universe and he lives here by choice.

The same is true for USC Sumter. He teaches there because it is an awesome little school, with awesome students, awesome faculty and administrators and it is just a real joy and pleasure to be there and be part of that community. Their resources are often limited. The pool of students that they pull from is limited being a college in a small community but he wants faculty to know that it is great little school.

USC Sumter is fifty years old. It was started in 1966 as an extension of Clemson, and around 1972-73 it became a Regional Campus of the USC system.

Students are the most important part of the college. Like so many other small schools they are struggling keeping enrollment up. It's not easy to keep on recruiting students. The head counts or the full-time equivalent numbers are very fluid but they have around 600 or so students.

They also serve more students than that who are not counted in that number. For example, USC Sumter participates in Palmetto College the four- year continuation programs, and the degree completion programs aren't part of those numbers. They also teach in other four-year programs such as the USC Aiken business administration program.

Sumter's students are to a large extent nontraditional students. A lot of them have jobs during the day. Many are single parents. By far most of them are first-generation students. They're not the most privileged students in the world and many students transfer in and transfer back out again so when you look at Sumter's graduation numbers, they don't mean a whole lot because our students come and go again. They move to the USC Columbia campus or Aiken or other campuses around the system.

USC Sumter is not a remedial institution and the faculty are not a remedial faculty. We are not. At one point in time we had that as a reputation. Their students are just as smart as any student in Columbia, but they have limited access. So one of the primary functions that he sees for his institution is to provide access to those students that cannot commute to Columbia or cannot live in a dorm in Columbia.

That's one reason why the online program and the online option are becoming so vitally important. They provide them with access and teach them and empower them. A lot of the students come from less privileged environments. They need empowerment. Once USC Sumter empowers them then they have choices when they graduate.

USC Sumter's post-graduation success rate is around 65%. They are also proud of their OSP program which is extremely important on a campus where so many students come from less privileged families and have the disadvantages that so many of their students have. It is an Opportunity Scholarship Program. About half of Sumter's students qualify. This program is so successful that those students who come in with these disadvantages, their success rate is twice as high as the students who did not need that.

This past year they had seven students that graduated with Leadership Distinction which is a good number on a small campus. USC Sumter is one of the leading regional campuses participating in the Palmetto College system, which offers complete online third and fourth-year degree completion programs in all these majors. So students that might live in a little town like Manning or Alcolu or wherever they may live, that might not be able to come to Columbia can get a four-year degree right in line from Palmetto College.

The campus has about 34-35 fulltime faculty members and about the same number of staff. They are not a research campus; they are a teaching campus. Their normal load is 4/4 and many of the faculty teach in the summer as well. They spend a lot of time in the classroom and yet they had over 100 significant scholarly publications last year. They are good quality academic articles, publications, previewers and support.

The USC Sumter logo is the Fire Ant which is very memorable. For a small college they have a very active athletic program. The Fire Ant's Men's Baseball Team has been extremely successful. In 2015, they won the Eastern District Championship. They came in second nationally. Last year they came in second. But more importantly their student athletes had more than 1000 hours of service. They are there to get degrees, be successful and serve the communities.

The newly reactivated women's softball team was pretty successful for a first season and a tennis team has been started as well. USC Sumter is also beginning to participate in eSports.

For a number of years, USC Sumter was voted "Best College" by the local newspaper. They were also voted "Military Friendly" School which is really important because a lot of their students are military. They also received a "Sumter Green" award because of all the work done on beautifying and improving the campus.

Report of Committees.

a. Senate Steering Committee, Elizabeth West, Secretary:

PROFESSOR ELIZABETH WEST (South Caroliniana Library) announced three vacancies on Senate Committees: a one-year vacancy on Curricula and Courses with a term expiring in August 2017, and two vacancies on the Faculty Advisory Committee. That Committee was expanded and these are two new slots on the committee. One term expires in August 2018 and the other in August 2019.

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

PROFESSOR KATHLEEN KIRASIC (Psychology) brought forward 46 proposals. 35 from the College of Arts and Sciences, 7 from the College of Engineering and Computing, 1 from the School of Music, 1 from the School of Nursing, 1 from Arnold School of Public Health, and 1 from the English program for internationals.

There was no discussion and the proposals were approved as submitted.

4. Reports of Officers.

PRESIDENT HARRIS PASTIDES provided a brief overview on his State of the University address, which was presented earlier in the day.

Over 25,000 students applied for entry to the freshman class, the most academically talented class in the history of the University. Average SAT scores were up. Carolina was named one of the top 3% of universities in America who graduate the largest number of African American students. We award more Bachelors, Masters, Professional, or Doctorate degrees to African American students than any other university in the state. Retention, progression and graduation rates all showed marked improvement as well. A big factor in that is USC teaching more and more off cycle.

Students are learning that college does not have to be a traditional four annual cycles, and certainly not five or six annual cycles; instead, it is 120 credits. There was a 17% growth in enrollment this summer. Over 600 courses were offered by the faculty including 50 Carolina Core courses this summer, far more than ever before and the students took them in droves. Nearly 9,000 students took one or more courses this summer. Some of them took them of course to catch up and some of them took them to get ahead. More and more students are looking to graduate in 3 and a half years for example.

The president stated that rankings are important anyway and they are frustrating because too many of them are subjective. They're opinion based, too many of them are self-serving and too many of them are for profit. USC is the top Global University in the state, one of the top 25 flagship universities in the nation and our Honors College is ranked as the number one public Honors College in America.

Faculty research and scholarly productivity brought in a new record in research and externally sponsored awards - more than a quarter billion dollars, which is roughly 2 and a half times the state appropriation.

Carolina has a new health sciences initiative. Health sciences is a booming enrollment area. There are jobs, compassionate jobs, especially in the clinical and scientific parts of the health field. The state's needs are profound. Carolina has two medical schools and the only accredited school of Public Health in the state which will be opening a satellite campus in Greenville. There are also Social Work, Nursing, Pharmacy and other allied health programs as well. Provost Gabel will be working with the Deans and the faculty to see how USC can give even greater advantages to undergraduates who go here relative to their career interests in the health sciences. They are looking to brand the university as the best university for students looking for a career in clinical or scientific health domains.

There are continued challenges in financing higher education and USC has tried to be very moderate in raising tuition, but that mounts and mounts and the administration is hearing increasingly from families who say they are reaching their limit. The university is always seeking more state support for higher education and looking at ways to generate revenue. One way is with is online education, developing high quality online programs

for students in the United States and around the world, provided at a cost that is reasonable to the student and rewarding to the university.

Pastides sees a tumultuous year ahead for higher education. USC needs to be a force for inclusion and unity on our campuses and in our communities. The university needs to be an honest broker for vigorous and open debate, and will continue to hold listening forums and taking climate surveys. There is a new program called the *Welcome Table South Carolina* where participants can talk about the racial divide that is apparent everywhere.

Pastides also addressed student behavioral issues. As the size of the university's student body grows, there are more incidents that are reported. A student was hospitalized about a week ago relative to alcohol consumption and the university can't flinch in addressing alcohol and drug abuse, sexual assault or hazing. These parties, on campus or off campus, can't become a refuge for illegal or demeaning or abusive behavior. The way to address it is to talk to students when they first come, talk to their parents, and ask them to choose between right and wrong, ask them to obey the law, and when they don't, show consequences. When transgressions occur and there are no consequences, that is simply not working. He has been very concerned about reports from neighboring communities about how difficult it is to live close to the Five Points neighborhood and even the university where people are concerned about what will happen on a Thursday, Friday, or Saturday night. We need to encourage our students to take responsibility for their actions, and encourage more safety, more moderation, more obedience to laws, and hope not to have any death or further injury from alcohol or drugs this year.

In summary, Pastides acknowledges that the university faces challenges ahead but one of our greatest attributes is the strength that we have in a reasonably united relationship with our Board of Trustees, administrative leadership, academic leadership, faculty, staff, students, alumni and neighbors. We have a wonderful community where we work well together. We also work well with the Faculty Senate and its leadership. We'll have a great year.

PROVOST JOAN GABEL stated that the university had a very good welcome week that was shortened, largely because of what the President was describing earlier in trying to make sure that students are very engaged when they returned back to campus. One of the positive effects of that is that the First-Year Reading Experience is no longer part of Welcome Week; it's next week on the 20th and the book is by Marian Wright Edelman, *The Measure of Our Success*.

In addition to new freshman, there are a lot of new faculty arriving this year who were introduced at the fall General Faculty meeting; a total of 185 new faculty were hired for this year. She expects to see similar numbers for next year as USC continues its measured growth strategy. USC is also in the latter part of the peak of the TERI Retirement System and so there are a lot of departing faculty, an exaggerated number than would be seen on average.

She has hired two Vice Provosts: Cheryl Addy is the new Vice Provost and Dean of the Graduate School and Sandra Kelly will become the Vice Provost and Dean of Undergraduate Studies, January 1st. That's Helen Doerpinghaus' formal role, she's now the Deputy Provost.

The Undergraduate Studies Vice Provost oversees USC Connect and the Carolina Core, both of which are in partnership with various committees on Faculty Senate. It includes Distributed Learning, the Center for Teaching Excellence, First Year Reading Experience, On Your Time, Living Learning Centers and the Carnegie Service Designation. The Vice Provost for Faculty and Dean of the Graduate School oversees the Graduate School, faculty issues, internal grants, faculty development programs, and faculty awards. They manage the Dean Review process and the tenure and promotion process, which is largely also supported by Terrie Smith. Endowed Chairs, the Research computing process and policy process along with others also go through Dr. Addy.

Sabrina Andrews is the new Executive Director for Office of Institutional Research and Eric Yang is the new Director of Institutional Research. Laura Lomicka Anderson is the new Principal in Preston College.

Several searches underway. In the CIO search there have been airport interviews for our and the search committee meets later this week to vet for finalists. Finalists make a campus visit and at that point the identity of the finalists also becomes public.

The search committee for Dean for the College of Social Work has met and vetted the position description and should be moving towards airport interviews soon.

The search for Charles Bierbauer's successor in Information and Communications has just begun. Cheryl Addy is working on identifying the search committee.

There will be a search that will be coming on board in the Health Sciences related to the Health Sciences Initiative that the President described. This initiative wraps the existing Health Sciences programs into an overall strategy for a potential student to understand why it is an incredible opportunity to come here to prepare for a career in Health Sciences or the Health Professions. USC has one of the widest portfolios of offerings in the region from undergraduate all the way up to the ultimate degree completion programs. USC also has one of the most supportive environments in which to learn in terms of living- learning communities, the freshman experience, mentorship programs, student organizations, integrated clinical delivery models.

One of the components of the Health Sciences Initiative will be to create a robust living-learning community with a Faculty Principal for that community, like Preston and Maxcy and Green Quad and Capstone.

The Health Sciences Initiative will pull together from various areas across campus, play to USC's strengths, play to existing faculty interests where there's already passion, student demand, and a need for those students when they're educated and graduate. The

process of identifying these arenas will be an open process with a lot of input. There will be town halls, surveys, faculty meetings, visiting with the Deans, visiting at the Department level.

USC is up 200% in international students, largely due to a relationship with a company called “ShoreLight” that helps identify international students and bring them here. Retention of those students is very high. Study Aboard is up 15% and Allen Miller who is the Vice Provost for International Affairs has a whole international relations strategy for research, teaching outreach, study abroad, service learning.

John Dozier, Chief Diversity Officer, is now also the Senior Associate Provost for Inclusion and is in the Provost Office. It has become apparent nationally and here that Academic Affairs is a very big part of a successful positive progression in campus climate. The change to Dozier’s structure reflects that.

USC has obtained an institutional membership to NCFDD that stands for the National Center for Faculty Development and Diversity. It is one of the most robust resources for faculty who are interested in a variety of issues related to Diversity and Inclusion.

USC created the Chief Diversity Officer’s Network. All of the Deans have or are in the process of hiring a Chief Diversity Officer at the Associate Dean or equivalent level within each unit and that person will be the point person for the discipline-specific Diversity and Inclusion opportunities and challenges that faculty may face and may approach in unique discipline-specific ways. Those Chief Diversity Officers then form a network who advise John and that John serves as Chair of, to engage campus wide in thinking about the unique attributes of this campus.

USC has also joined with an organization called “STRIDE” that came out of the University of Michigan that is specifically for faculty recruiting, search committee assistance, in order to make sure the search process for faculty is as diverse and inclusive as possible. Many universities have partnered with STRIDE.

USC students filled out a climate survey on their campus experience. Those results are up on the web. The faculty climate survey will be coming out in October and graduate students will be surveyed in the spring. That will become a rolling process that leads up into to a dashboard measure on Diversity and Inclusion Campus Climate.

Dozier has been working actively on what the President referred to earlier on the collaborative race and reconciliation largely through the Welcome Table process. This is exactly what it sounds like, where attendees break bread and really try to share ideas and conversation. Invitations are forthcoming.

A forum on policing was held, called “Finding a Common Ground.” It was a subject of great concern and conversation over the summer and hopefully not again any time soon. Participants included Todd Shaw from Political Science; Geoff Alpert from Criminal Justice; Seth Stoughton from Law School; all of them are experts. There was also Chief

Holbrook, the Chief of Police for the city and Henrie Monteith Treadwell, USC alumna who teaches at Morehouse College in Atlanta. The panel was facilitated by Michael Parks and Morgan Lewis. It was a wonderful evening of conversation, information and disagreement but in the most positive and respectful way. There will be more forums. The next forum's topic is *Expression* and it may be actually be a performance rather than a panel forum.

Gabel has held the Provost's Dean retreat. She held an Open Town Hall last week and is also starting this year something called "Floating Office Hours" where she will spend time in each unit with no agenda. She has asked the Deans to put her somewhere where it wouldn't be a big deal for someone to walk in and speak to her.

CARIE QUEENAN (Management Science)- asked about STRIDE and if there is a process faculty are supposed to follow in recruiting because she hasn't heard about this.

PROVOST JOAN GABEL - replied it is not mandatory and it has not been made a policy. It may someday rise to that level but it's voluntary at this point. John Dozier or the college's Associate Dean for Diversity and Inclusion can provide information.

6. Report of Chair.

CHAIR GRANT stressed that attendance is critically important especially for approving changes to curricula. He recognized Chair-Elect Professor Marco Valtorta. He urged faculty to get flu shots. Over the summer a Family Fund account for Faculty Senate was implemented which will support things like recognition for specific chairs, bereavement, and celebrations.

7. Unfinished Business.

There was no unfinished business.

8. New Business.

There was no new business.

9. Good of the Order.

There was nothing for the good of the order.

10. Adjournment.

A motion to adjourn was seconded and passed. The next meeting of the Faculty Senate will be October 5, 2016, at 3:00 p.m. in the Law School Auditorium.