

**FACULTY SENATE MEETING**  
**September 13, 2017**

**1. Call to Order.**

CHAIR MARCO VALTORTA (Computer Science and Engineering) - called the meeting to order.

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

CHAIR VALTORTA - asked for corrections to the minutes of the meeting of June 7, 2017. There were none and the minutes were approved.

**3. Invited Guests**

GUEST SANDRA KELLY, VICE PROVOST and DEAN OF UNDERGRADUATE STUDIES - presented on the university's Living Learning Communities.

What is a Living Learning Community? The students enter USC and all of the freshmen and some upperclassmen who requested are put into residential dormitories of various sorts. Living Learning Communities are housing communities defined by some theme or interest. Students are housed together by a shared interest in a particular aspect of USC.

Right now for the fall about 4,918 out of 5,900 are in some kind of Living Learning Community. These are Music, Pre-Law, or Justice in Politics communities for example and there is a whole range of about 19.

There are five faculty led Living Learning Communities; these are communities led by Faculty Principals.

The principals are faculty members at USC who provide in conjunction with housing, academic and social programming for the students that really make a community at USC. The faculty principals spend typically half of their time as a leader of a community on campus and they all have different passions with respect to their fields of interest. They are all very passionate in mentoring undergraduate students. Currently 2,170 of the incoming class are in these faculty led Living Learning Communities.

This is a collaboration between the Office of the Provost and Housing. The Office of the Provost is very interested in these communities because there are data showing that these are high impact experiences for students. High impact meaning that they help build a sense of community in a very, very large university. The living/learning communities are smaller communities embedded in that. Student satisfaction is much greater living in these faculty lead Living Learning Communities. There are impacts on bottom line metrics that all faculty members care about. Students who live in these faculty-led Living Learning Communities have higher GPAs, they have better retention, meaning that they are more likely to stay from freshman to sophomore year, they have increased graduation rates. The faculty principals open doors for these students;

they lead their students to really make the most of their USC experience and the students do very well.

Kelly introduced the faculty principals. Patrick Hickey leads the Capstone Scholars; he is a Clinical Associate Professor in the College of Nursing. Joe Jones leads the Green Quad which focuses on sustainability and he is a Research Associate Professor in the Arnold School of Public Health. David Simmons is an Associate Professor in Anthropology leading the Galen Health Fellows. David Snyder is an Instructor in the Department of History and leads the International House in Maxcy. He is currently taking a semester leave and is in Amsterdam and so Kelly Stritzinger will be presenting for him and she is his Assistant Faculty Principal. Lara Lomicka Anderson who is a professor in the Languages, Literatures, and Cultures department leads the Preston College community.

GUEST PATRICK HICKEY - feels blessed to be in his role as a Faculty Principal of Capstone Scholars. It is one of the best things he has done at USC. Nine years ago, he took a risk and jumped in. He mentors students every day and loves that opportunity. He works mostly with freshman and sophomores. Capstone has over 2,000 students and they brought in 1,100 freshmen this semester. They made the promise three years ago that they are going to meet with every one of their students in a mentoring capacity, not in advisor's role and know that freshmen need this extra step. It is not a 9 to 5 job. They really do a lot more with their students in their communities where they are staying late at night doing things on the weekends with them.

There are special courses for the Capstone Students. These students are invited into the Capstone Program. These are the Palmetto Fellows; they really have attained high educational demands in their high schools. They are invited into the Capstone program and a lot of them wonder why they are not in the Honors College. The Honors College is a four-year program; Capstone is a two-year program. The program offers them opportunities to get involved in undergraduate research. The program has the Magellan Apprentice and they pride themselves on getting first-year freshman into undergraduate research. The top three students at the university this year at graduation were all Capstone Scholars. The Capstone consultation process is something that they do with their students, where they meet with the students one-on-one. Fifty-seven percent of Capstone students are from out of state. They have funding for study abroad and there are three study abroad trips coming up this year.

GUEST JOE JONES - is the Faculty Principal of Green Quad. It was founded in 2004. He has been Faculty Principal since fall of 2013 and it has been a great job. He enjoys every day interacting with these undergraduates because they have a lot of potential.

The Green Quad has a visiting scholar apartment, a two bedroom one bath. People come and visit as experts in an area like Buzz Scott, C.E.O. of OceansWide which is a Marine Science education program in Maine. He came down for four days to talk to students about marine technology and how to get involved.

They have funding through the sustainable Magellan, which is a small amount of money to help fund students that live in Green Quad to get involved with research their first year.

Behind Green Quad, there is a farm garden and that is an opportunity for students looking for service hours or to get involved. It is also used as a place that honor students can do different projects. There are currently four different honors thesis students doing research there, mostly to do with permaculture and the environment but open to different ideas.

There are 500 residents at Green Quad. Eighty-three of them are in the Green Scholar Program. They used the University 101 class to help recruit students who are interested in learning about the environment sustainability.

The Green Scholar Program partners with Sustainable Carolina to develop a pipeline for graduation leadership distinction. As soon as these students arrive at USC they start them on the pathway for graduation leadership distinction. There are also a variety of different other courses, called linked courses, of the Marine Science course in particular; there are 34 residents this year with that. The program uses peer mentors for the Marine Science linked course.

One of the important things with these types of communities is increasing GPA. In this Marine Science 101 linked course students enrolled in it last year had 3.5 versus those in the same cohort not enrolled in the linked course with a 2.7. So there is a very real impact of GPA of this type of living community.

Jory Fleming did his Magellan research in Jones' office with a bunch of Green Quad students and so this is peer interaction and they are learning from seniors. This is a great kind of area for students to really learn from each other. And then, lastly have fun.

GUEST DAVID SIMMONS - is the Faculty Principal for the newly established Galen Health Fellows Living Learning Community, which was the brainchild of Provost Joan Gabel. The primary interest in this community is making sure that undergraduate students are culturally competent as well as have holistic preparation to be future health care professionals.

These two skills in particular offer a strategic advantage whether students are going on to graduate or professional school or whether they are going directly into the workforce after graduation. They focus on five key competency areas. First it's really important that students be aware of, knowledgeable about other cultures, that they be sensitive to other cultures, so cultural competence is one of the primary areas of focus. Second it is very important that students look at health issues from multiple perspectives so a focus on interdisciplinary is very important. Communication, being able to talk to multiple kinds of audiences, being able to translate from kind of scientific terminology to lay terminology so that individuals or communities that students are working with can understand them is very important. Service is very important so that students develop empathy that they think outside of themselves. Being involved in service opportunities is their way of doing that. Finally leadership because they believe their students are going to be agents of social change in the future. The program really encourages leadership development through involvement in student groups as well as other activities.

There are a number of linked courses with this community in particular U101 as well as Chemistry and Biology. As a new community, it's still in the development process for other classes.

GUEST KELLY STRITZINGER - is the new Assistant Principal in the Carolina International House. The International House was founded in 2012 and Dr. Snyder is the second Faculty Principal. The mission as formally stated includes, "promoting cross cultural understanding within the college and across campus." It offers community sponsored activities that engage students in international affairs, involve students in international dialogue, encourage students' wellness and personal growth, and inspire students to explore new career opportunities.

Maxcy's programming rests on four pillars. The first one is a deep residential experience with scores of internationally themed programs and events throughout the year. This semester, they are welcoming Dr. Thomas Wide of the Smithsonian Institution who has done important development work in Afghanistan and much more. Second, they offer direct support to student development through granting programs for study abroad and scholarship, in addition to advising and mentoring support from the newly inaugurated Faculty Fellows Program. Third they promote direct student internationalization through the Carolina Global Scholars Program. CGS is a co-curricular enhancement program designed to internationalize any major and is therefore open to any student on campus regardless of their residence hall. Lastly, Maxcy promotes language acquisition beyond the curricular minimum established in Carolina Core and they open this year the Maxcy Language Annex, in the Thornwell building, which when fully scaled is going to offer 60 students an immersive living-language environment.

Their goals for the future include adding a deeper curricular option where possible and appropriate, potential development work to support their granting programs, and strengthening recruitment efforts. Would-be residents and parents many times have not heard of the program or are under the misimpression that they only house international students. They are hoping to change that and are looking forward to future growth.

GUEST LARA LOMICKA ANDERSON - is the Faculty Principal for Preston Residential College. Its mission is to build leaders and to transform the world and as such the focus is on leadership and community service.

Preston is the only residential college at the University of South Carolina and one of two residential colleges in the state; the other one is at Clemson. Preston was built in 1939 and in 1995 it became a residential college. It was modeled after the traditional residential colleges of Oxford and Cambridge. A residential college is a smaller community experience within the context of the larger university setting. At Preston, the Faculty Principal lives in the residence and students are supported by a full-time staff. They enroll in classes that they take together and they also eat together at the dining facility at Preston dining. They interact with over 20 faculty and staff around the university campus so the community adheres to the idea of sharing space, sharing food, sharing ideas and sharing life together. Preston is home to 224 students at the university and students come from every class and from all undergraduate colleges.

Faculty may be interested to know that Preston has a guest room and that's available for short term visits for faculty and visiting scholars. Preston also offers the opportunity for faculty, staff and community members to join Preston for fireside chats, which are informal talks that take place. Speakers share their interests and professional skills as they interact with students. Preston co-sponsors campus opportunities that complement its themes of leadership and community service. Preston also has over 20 faculty and staff associates who interact with residents in a variety of ways and also help to mentor students both personally and academically. Finally, faculty can submit proposals to teach a Preston course that fulfills Carolina Core requirements.

#### **4. Reports of Faculty Committees**

##### **a. Senate Steering Committee, Elizabeth West, Secretary:**

SECRETARY ELIZABETH WEST (South Caroliniana Libraries) – announced the following vacancies on faculty committees: one on the Curriculum and Courses, a one-year term ending in 2018; One on Instructional Development also a one-year term ending in 2018; and one on Faculty Grievance, which is a two-year term ending in 2019.

##### **b. Committee on Curricula and Courses, Professor John Gerdes, Chair:**

PROFESSOR JOHN GERDES (Integrated Information Technology) - brought forward 58 proposals: 26 from the College of Arts and Sciences, 7 from the Moore School of Business, 1 from the College of Education, 5 from the College of Engineering and Computing, 13 from the College of Information and Communications, 3 from the Arnold School of Public Health, 2 from the College of Social Work and 1 from the Extended University on Palmetto Programs, totaling 58.

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

#### **5. Reports of Officers.**

PRESIDENT HARRIS PASTIDES reported he is starting his 10<sup>th</sup> year as president at USC, which is two and a half times the average of a college president's tenure in the United States. He provided the State of the University address yesterday and the faculty figured most prominently in it for first time in a long time.

The size of the faculty has grown a great deal to accommodate the teaching needs that in turn were created by a boost in enrollment. However, USC has not been able to increase the resources to the faculty to achieve their scholarly potential and aspirations. USC has a great faculty, they have great ability and capacity and great aspiration but, quite frankly, USC has not been able to secure the funds to support them in these aspirations. State government does not necessarily fund or even seem interested in funding faculty aspirations. It should not be that way but it is and, at a

time when USC has been trying to keep tuition and fees somewhat in check, it has been very difficult to come up with an investment pool that is sufficient in size to at least head the university in the right direction. So with the Board of Trustees' endorsement, the provost and the president requested a 3% rescission from every unit in the university except for law enforcement. Also, Utilities are a little difficult to deal with because they don't know what the energy costs will be in a given year. That means every academic unit and every other service unit has 3% less to work with this year. This is creating a pool of approximately \$17 million that will be used to fund relevant and important objectives and goals in faculty scholarship and research. Although that is not a great deal of money, it is a lot more than they have had in the past decade and they do plan to continue this experiment if it works well.

The service units are not getting any of that money back, so no matter how great a proposal the landscapers have or the physical plant has or UTS has, that is not where the money will go; as important as those activities are, the funds are only going to be invested in academic units. Many worthy proposals will have to be turned down in the first year. Joan will comment more about her co-chair and about the committee. This is a serious exercise but the administration felt that after a decade of focusing on access and affordability, focusing on the student experience, they had to reinvest in the faculty. Faculty are putting their careers on the line by coming to the University of South Carolina, and the university needs to treat them the way the best universities in America treat their faculty and, hopefully, to match their aspirations and abilities.

That was the main subject of the President's talk yesterday. Excellence breeds excellence, and none of the leading states in the country are not fueled by great research universities. There is not a great economic development story, not in the Research Triangle or Austin or Salt Lake City or Silicon Valley or Indianapolis or anywhere, that is not fueled by a major research university. South Carolina's not happy being number 45. USC wants to be among the best and that takes raising the bar. Because if USC expects excellence and support, and funds excellence, that will be a positive development for the state. The state finds itself in an eerily advantageous situation because of the workforce in the technical colleges, and corporations and companies moving to the state, and many other factors as well, including a deep water port and a growing population. South Carolina has an opportunity and the university has an opportunity to contribute with great relevance.

USC had a great year in research and scholarly activity last year. It raised over a quarter of a billion dollars in sponsored research. USC provides about 5.5 billion dollars of economic activity in the state each and every year and even the tax provided by USC activity is double what the state appropriation is so the university provides double to the state coffers, directly relative to the activities of the university than USC receives back, as a state supported university.

Pastides' State of the University talk gave many examples of specific faculty awardees from last year as well as some great student accomplishments. There is the need to continue to contain tuition fee increases. State government actually controls tuition at the University of South Carolina, because it takes a certain amount to provide a quality education and the university will find that either from state government or from families who send their children here. He is insisting on a fair and candid conversation this year with government about what is the value of college education at the University of South Carolina.

He is going to ask them to say what the value is because several years ago, USC suggested what that value was and they did not go for it. South Carolina is the 5th poorest-funded higher education system in the United States so state government can't hammer universities for raising tuition when they already have less to work with than 45 other states out of the 50.

USC will be planning for a comprehensive renovation of the Carolina Coliseum. That nearly vacant building at the corner of Assembly and Blossom, which will be repurposed to support the mission of the university. You will be hearing much more on that as plans take shape. The ribbon was cut on a new student health and wellness center in the heart of campus last Friday. And tomorrow, with Supreme Court Justice Samuel Alito present, the administration will cut the ribbon on a magnificent new law school building. It has the beautiful Dale Chihuly sculpture, the Moot Courtroom, the beautiful reclaimed granite courtyard, and many other phenomenal things there.

The university will continue to be a place for honest debate and discourse. The challenges of society are our own challenges – they are the challenges of students and they're the challenges of the faculty. Someone said we live in a post-Charlottesville society the other day and Pastides responded he thinks it is a Charlottesville society not a post-Charlottesville society. USC is right in the thick of it, being two states away from another southeastern public comprehensive flagship university. USC must be prepared to embrace, to engage, to foster a vigorous, intense, heated, dialogue debate, any time to any corner, and it is fair to say that the university will be in a situation to have to do that and to test its resolve to continue to do that.

Pastides is delighted two commemorative plaques will be placed on the historic Horseshoe to specify the work that enslaved African-Americans contributed to the building of this university. Also, later in the year or early next year a beautiful statue of Richard T. Greener, the first African-American to graduate from Harvard University and the first African American professor to come to University of South Carolina during Reconstruction. He also earned his law degree here and he served for a time as university librarian. When Reconstruction ended, the university was closed and reopened as a segregated institution. Greener went on to serve as the dean of Howard University's law school and later had a fine career in the U.S. diplomatic corps. It will be placed on one of if not the most traveled pathways of the campus between the Russell House and the Thomas Cooper Library right up on a walking path and that will either be in November, December or maybe January. As you know, there are very few statues at the University of South Carolina now, however, we will also have a Cockey mascot statue as well.

PROVOST GABEL reported the university did not receive any material damage from Hurricane Irma. She thanked the landscape crew for a quick cleanup, and the faculty for their flexibility and creativity in addressing the needs of students as they returned. USC has sixty-five students from Houston, lots of students from Florida and from the parts of South Carolina that were hit very hard.

We had a very great start to the year. With the eclipse, USC faculty were front and center with the activities associated with the event as were a lot of staff and students in the community.

Provost Gabel thanked them for the unbelievable team effort. The USC community really shined in all of the different ways that were uniquely wonderful right here in the Midlands and it was a fantastic day for the university.

USC has a record freshman class of nearly fifty-nine hundred students. It is a good problem to have although it did create some challenges in terms of housing and registration. All were managed. Everyone is housed, everyone has an RA, everyone has an advisor, and students were able to register for their full load. Qualified faculty are in the front of classroom. Everyone has stepped up and those students are being well taken care of.

The Galen Fellows is the living learning community associated with the Health Sciences arena that Provost Gabel has been discussing for the past couple of years. Our first group of Galen Fellows is here. The Provost's Office is launching the next arena on Information and Computing, which means the incoming freshman next fall would have this as an option. There is a Faculty Steering Committee helping to develop that programming in the same way that was done with health sciences. It includes faculty from across campus, representatives from Student Affairs, residential life, the Provost's Office, who all work together to put together a package that includes recruiting materials and the development of the next living learning community. The search is open right now for the next faculty principal to lead this effort.

The Information and Computing Arena will be a very broad wrap around anything you can think of that would relate to those areas of study. By design these arenas are open in terms of discipline and focus but they're obviously covering information technology in computer science. It has an unbelievable spectrum in portfolio areas of study under the umbrella of information and computing, including information science, digital humanities, film and media studies, health I.T., big data, and more. This is a high need area for the state. It is a high demand area of study for incoming students and it is something in which USC has really excellent programs and faculty. Those students will be called Rhodos fellows. Rhodes is the Greek island that is being given attribution for the lab where the oldest currently discovered computer was developed. The name Rhodes in English is taken so USC is using the Greek form, Rhodos.

The First-Year Reading Experience is the week of September 25th. The book this year is called *Callings*. That week in their classes faculty are encouraged to share how they found their calling. It is a way for students to anchor around the idea of their personal, professional development which of course is a big part of why they are here.

USC has two new deans. Tom Reichert in Information and Communications and Sarah Gehlert in the College of Social Work.

The search for the director of the Center for Teaching Excellence is in the final stages. Faculty hiring is underway. Deans have submitted their requests and they are working through the Provost office.

The Provost Office is working on the third round of compression raises. This is the program that was started by her predecessor and was promised in three rounds. First round occurred before Gabel arrived. The second round was taking place as she arrived and the Faculty Budget

Committee made the formal request for the third round which is in the budget for this year. They will be working with representatives of the appropriate Faculty Senate committees, Legal and H.R Decision will be made this year and people would know what they were going to be receiving effective next year.

The Provost provided the names of the committee for the Excellence Initiative. The co-chair of the committee and the operational leader of the committee is Steve Cutler, Dean of Pharmacy. Representation is predominantly faculty but also on the committee is the CIO because a lot of what faculty do has technology needs. The student representative is Jennifer Mandelbaum, a grad student. The Board Liaison non-voting member is Trustee Leah Moody and who chairs the Academic Affairs Committee. The faculty are Claudia Benitez-Nelson, Todd Shaw, John Weidner, Tracey Weldon Stewart, Sarah Wilcox and Prakash Nagarkatti, VPR.

The committee was composed to keep small enough that it could be functional and lean but yet representative across rank and disciplines. The idea that this group is capable of understanding the unique needs and the variety of ways in which we could potentially define excellence at this university. They are wonderfully excited and engaged and they have been working very hard. They have written their charter and they are currently working on how they are going to evaluate proposals as well as the issue of a call for proposals. The call will go out with the idea that faculty would submit proposals late this semester. Decisions would be made before early next semester and the funds would be released either in the spring or the summer depending on the timing of the first round.

The Provost read the charter:

*The Excellence Initiative creates transformative new ways of teaching research, creative activity and community engagement pursuant to the core mission of the University of South Carolina and its strategic goals. In the face of stagnant state support the university will launch the Excellence Initiative by reallocating three percent of its own resources to the academic and research mission to spur discovery and innovation, deepen existing areas of excellence and reward preeminent levels of productivity and impact. The unified fiscal sacrifice this effort requires will not be easy but it will allow the University of South Carolina to strengthen and broaden as a leader in higher education with the anticipation that the state and other supporters will join us in the future.*

In Diversity and Inclusion, John Dozier, the Chief Diversity Officer has convened the Council of Academic Diversity Officers which is the representative from each college that serves as its diversity officer and also served on the executive committee campus wide. They have set three goals for the year. They will work on faculty recruitment and retention, grad student enrollment and retention and quality data warehousing so that USC can have a better understanding of where it would like to go moving forward. That group along with the Community Advisory and the Group Student Advisory group were essential in the development of the plaques that the president described. They worked with the Faculty Committee on the Greener statue. They did not work on the Cocky statue, however that will be a beautiful addition to campus as well.

Provost's retreat is October 6<sup>th</sup>.

This year under Cheryl Addy's leadership the Provost's Office has developed a committee on policy. It is the goal to have the development of new policies or edits and additions to existing policies to be clear, transparent, fair, reasonable and an absolute reflection of shared governance.

A new on-boarding process is being launched for new department chairs. It's a leap to go from serving on the faculty to serving in the department chair's role. It's a much harder role than many realize and there is not a lot of training. The Provost's Office is supporting a few new department chairs going to a national conference who will then come back and share what they've learned with the overall on-campus group. The goal of providing this support is in effort for USC to get better at providing support to new department chairs both so that the job is demystified, enjoyable and long-lasting as well as helpful to USC faculty feeling well served by that level of administration and up through the chain.

The Provost will continue the floating office hours that she did last year. She'll go to each college this year and if anyone would like to speak with her in addition to that all they have to do is make an appointment. She will also make herself available for departmental and college meetings.

Last but not least rankings were good this year. USC moved from 107 to 103 and went up from 49th amongst publics to 46. This is the overall university ranking not the individual college or program ranking. Notably, USC went up in its reputational scores. USC went from a score of 3.0 to 3.1. It was not a major increase, nonetheless, it is a few votes amongst the random selection that they used and when it goes up the university community should be very proud. USC went down on fiscal because of the funding issues that the president described. The Provost gave the faculty one hundred percent credit for our success because it is a reflection on the quality of what USC does in attracting really solid students, educating them well, and putting them into the workforce.

## **6. Report of Chair.**

CHAIR VALTORTA - thanked Augie Grant, the past chair for doing a lot for bringing him up to speed.

A special welcome to the new senators. Please contact the chair with suggestions of how to make the Senate work better in his representation of faculty interests and for the good functioning of the University.

His semester as Chair started with the Board of Trustees meeting of August 18, 2017. The Chair of the Faculty Senate is also the faculty representative at the Board of Trustees. The highlight of this meeting was the approval of the West Campus Village Project an associated contract. That is going to replace the dorms such as Bates and Bates West and Carolina Gardens.

He attended the new student convocation that took place on August 23<sup>rd</sup>. The keynote address was given by Professor Clifford Leaman of the School of Music, the winner of the 2017 Mungo Distinguished Professor Award and it contained much sensible advice for the new students.

The General Faculty Meeting took place here a week ago on September 6<sup>th</sup>. The highlight as usual was the introduction of new faculty by the deans. The provost gave the annual report on tenure and promotion. It will be available online in the General Faculty Meeting index section of the Faculty Senate website. Please try to remember the Faculty Senate website is very easy to find [www.sc.edu/faculty](http://www.sc.edu/faculty). [www.sc.edu/faculty](http://www.sc.edu/faculty) is our website.

The new version of the Faculty Manual dated June 9, 2017, the date of the Board of Trustees' approval of all changes that the faculty approved in April is online. Thanks to Terry Smith and Cheryl Addy for working with the Chair on this revision.

The new version of the handbook for Faculty Senators is soon going to be online at the Faculty Senate website, again [www.sc.edu/faculty](http://www.sc.edu/faculty). The major change pertains to the new definition of voting faculty and eligible senators.

Valtorta provided some history on this change. The Faculty Senate was created relatively recently in 1970. Prior to that, the faculty met in large auditoriums on campus.

The university faculty is part of the governance system of the university and the Faculty Senate acts by and for the university faculty. According to the Faculty Manual, the university faculty has legislative powers in all matters pertaining to standards of admission, registration, requirements for and the granting of earned degrees, curriculum, instruction, research extracurricular activities, discipline of students, educational of policies and standards of the university and all other matters pertaining to the conduct of faculty affairs including the discipline of their own members. That's quite a list. The Faculty Senate therefore represents all of the faculty.

A major change of the definition of voting faculty occurred this year. The extension of voting rights and representation on the Faculty Senate to the known tenure track faculty were recommended by the Faculty Welfare Committee and by the Ad-hoc committee on non-tenure track faculty members in 2016. September 2016 was the date of their report. Augie Grant, Chair of the Faculty Senate at the time worked diligently to turn these recommendations into a proposal that was worked out in the Faculty Advisory Committee and accepted by the faculty. There were five recommendations from the non-tenure track faculty taskforce, the Ad-hoc committee.

The first one which is what was implemented through changes to the Faculty Manual had to do with voting rights. So that the taskforce recommended the full time non-tenure track faculty become voting members of the Faculty Senate. And this was implemented in the current version of the Faculty Manual fully voted by the Board of Trustees in June.

The second recommendation had to do with multiple-year contracts.

The third one was a promotion mechanism for ensuring that non-tenure track faculty have a career progression.

The fourth one was standardization of titles.

And the fifth one the extension of awards and grants. Internal awards and grants for non-tenure track faculty.

The fourth and fifth items on this list, the Standardization of titles and awards have been taken up by the Provost's office and in great part have been implemented through changes in policy. The items multiple-year contracts and promotion still need to be worked on and we should be vigilant as the Senate that the ball isn't dropped and this gets actually worked on.

Valtorta described briefly the actual changes to the Faculty Manual which were again approved by the faculty at the General Meeting of April 25, 2017 and then by the Board of Trustees in June.

The first is that non-tenure track faculty, fulltime non-tenure track faculty is going to be allowed to vote. It becomes part of the voting faculty. He did not read the full list of titles but asked that faculty look at the Faculty Manual and that will tell them who actually is a voting member of the faculty. There is a long list of titles including things such as Lecturers, Instructor, Senior Lecturer and so on.

The second point has to do with the faculty of the colleges, schools or departments. By default now non-tenure track faculty have voting rights within colleges, schools or departments. Colleges, schools and departments may change the default but the default is that non-tenure track faculty have voting rights within colleges, school and departments. So at the departmental meeting unless there is a provision to the contrary, non-tenure track faculty should be invited and vote.

Representation. The representation of faculty remains the same percentage wise so approximately sixty new senators should be here. Not every senator is here but there are about six hundred non-tenure track faculty members, so about sixty senators. And there are special rules for the School of Medicine that are explained in the Faculty Manual.

Valtorta gave some personal notes concerning this change in the Faculty Manual because he thought it was appropriate to comment on this important change in the governance of the university.

The vote on non-tenure track voting rights was close. There was a passionate debate with arguments on both sides. The Senate must continue to be vigilant in defense of the rights of all faculty. In particular the commitment to the tenure system as a guarantee of freedom of inquiry cannot be diminished. He shared a few ideas from two articles on the topic of non-tenure track faculty voting rights.

The first article from insiderhighered.com was brought to his attention by student body president Ross Lordo a couple days ago. And this includes several recommendations. There are two that are not part of the recommendations of USC's task force and they are the following: first, institutional service such as being a member of the Faculty Senate should be included in the evaluation process for non-tenure track faculty; and second, institutions should develop

procedures so that adjunct faculty members are subject to evaluations and reappointment standards that are based on more than the discretion of a sole administrator.

The second article is by Carolyn Betensky, an English Professor at the University of Rhode Island and this from AAUP Academe and this also came out yesterday. This article is entitled ““Tenured Allies” and the Normalization of Contingent Labor”. The second part of the title is really the core of the article itself “the Normalization of Contingent Labor”. The article reports on the failed attempt at the University of the Rhode Island to extend voting rights on non-tenure track faculty. The University of Rhode Island had a vote like USC’s but they went the other way.

This article states that one of the arguments the bill's opponents made was that allowing lecturers and clinical faculty to serve on the Faculty Senate would “normalize” the practice of hiring non-tenure track faculty.

Again, Faculty Senate needs to be vigilant in defense of the rights of all faculty and in the defense of the tenure system. It should be positive and emphasize the importance of a vibrant, inquisitive, entrepreneurial, independent faculty in their quest for excellence and reject the “normalization” of contingent labor.

Finally the extension of voting rights and senator representation to the non-tenure track faculty is a major change in faculty governance of our university. It is our duty as senators to represent the faculty as this change takes place and insure the faculty governance continues to be a factor. Let us work together for the benefit of the University as a whole.

### **7. Unfinished Business.**

There was no unfinished business.

### **8. New Business.**

PROFESSOR JESSE KASS (Mathematics) – (inaudible) so at the last meeting before summer the Senate had a vote on expanding voting membership. After the vote, a member raised concerns that they didn’t have a quorum. The Senate Chair explained that they did not need to check the quorum because it appears that (inaudible) before the vote. Kass realized after the meeting that they could check on the quorum by the record of attendance. While he recognized it was not needed, he proposes that the Chair check the record to see if they had a quorum and report back to the senate at the next meeting.

CHAIR VALTORTA – Thanked him for his recommendation.

### **9. Good of the Order.**

PAST CHAIR AUGIE GRANT – strongly encouraged the faculty to get their flu shots. It is free. The State Health Plan covers it. There is no better way to protect colleagues, families and protect students than getting that shot and the more that do it, the safer the whole campus is.

### **10. Adjournment**

A motion to adjourn was seconded and passed. The next meeting of the Faculty Senate will be October 4, 2017, in Gambrell 153.