

FACULTY SENATE MEETING

October 4, 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 September 13, 2017. There were none and the minutes were approved.

3. Invited Guests

CHAIR VALTORTA introduced the first guest speaker, Mark Berson, coach of the USC men's soccer team.

Mark Berson is the winningest active coach in NCAA Division 1 men's soccer. He has been at South Carolina from the beginning of the soccer program. He was hired to move the program to varsity status in 1978 and has been a coach for 40 years. He has tied for the most NCAA tournament appearances among active Division 1 coaches at 22 and he has led the Gamecocks to one NCAA championship game.

He has been asked him to talk about student athletes in particular with his long perspective as a coach and the changes in student athletes throughout his career.

Sixteen different American universities have had head coaches who are one of his former players or coaches. Over 60 of his players have either been drafted or signed to play professional soccer.

GUEST MARK BERSON - One of the things that is really important here is that their mission in athletics and mission in the men's soccer team is one in the same with faculty. When they recruit student athletes, they want to come to a good soccer program and they want to come to a university that will leave them with limitless possibilities.

They have had players go on to the USC law school, many graduate schools: North Carolina Law, Wisconsin Law, Colorado Law, the Wharton School of Finance at Pennsylvania, the Medical University of South Carolina, Stanford University Medical School. All those boys have gone on from the education that was provided for them. Hopefully some of the lessons they learned out on the soccer field and gone on to having great careers.

He has seen several changes among the students over the years. The first thing is that this group's access to information is unparalleled. These kids can click and access information from anywhere at any time. However, he is not so sure that until they come through the university process and are challenged by the many things that they meet at the university that they are capable of dealing with all that information. They think they are but he does not think so.

The second thing is that some of their social skills have declined because they are very cocooned. They are very into their own thing. They are very cocooned and when they get on the bus they all have their laptop devices, they cocoon up and they kind of go in.

That leads to a little bit of a leadership dilemma in general speaking in everything that we do. They are great kids, with 3.49 GPA 3.53 GPA. They get in trouble every once in awhile, but they are really good kids but they are not comfortable sometimes in a team environment taking care of other people's business. In other words, they are taking care of their own business but when they see things in other areas as a leader you have to be uncomfortable stepping out and saying "hey wait a minute, wait a minute, you know we don't we do things this way," so some of those things are a little bit a product of the environment that they are in now a little more so than in the old days.

In the old days when he was playing sports on the grounds, it would be a pick up thing. So two people would be here okay and I picked him and I picked him and I picked him and I picked him and at the end it was like two people standing there. They were the last two right I picked her and I picked him. If you did that now in school it would be a big problem so one of the things that happens though is out of that comes the ability to kind of manage people and that kind of has been homogenized out of it so there's a little bit of leadership that develops through athletics. It develops through teamwork that faculty have in classrooms and the projects and the things that they have at the university level.

The other thing that is really big is the involvement with parents now is much more tightly woven into the students than maybe it was in the old days. Berson himself was dropped off at the University of North Carolina coming from New Jersey. He called his parents every Sunday night; there was a payphone at the end of the hall. All the students were sitting there. They all put their quarters in and call collect. Now because of all that connectivity and all the things involved parents are very very deeply and tightly interwoven with everything that is going on with their children. It is not a bad thing it is just different and these are all things that they deal with at the university level, at the athletics level and so forth.

CHAIR VALTORTA - asked him to comment about diversity in the team in terms of national origin.

COACH BERSON - He just had a boy on campus this morning from Birmingham, Alabama and that was a question his mom said because she was at the game last night she noticed there are a number of different countries on the roster. Just like everything, globalization is an absolute key thing that is going on in the world in everything in all academic areas, in athletic areas as well, student athletes now from all over the world recognize this great university and they want to have an opportunity to come here so they get interest from all over. It is just a natural growth of the University.

CHAIR VALTORTA - introduced the second speaker, Dr. Leslie Hendrix, the recipient of the 2017 Garnet Apple Teaching Award. Dr. Hendrix received a PhD in Statistics from the University of South Carolina under the advice and direction of Professor Brian Hayman in 2011. She was until recently, a statistics instructor and then senior instructor. This semester she became

a clinical assistant professor in the Darla Moore School of Business. Dr. Hendrix is also a community advocate for water quality issues.

Dr. Hendrix will talk about her experience as a non-tenure track faculty member at the University of South Carolina and about excellence in teaching.

GUEST LESLIE HENDRIX - spoke on faculty issues facing non-tenure track faculty here at the University of South Carolina and excellence in teaching. She is a Clinical Assistant Professor in the Management Science Department at the Darla Moore School of Business. Previously since 2009, she was an instructor and then a senior instructor in Department of Statistics in the College of Arts and Sciences. So there are many things that she loves about working here and teaching at this university, the students, the beautiful campus, the ability to participate in and interact with world class research, and of course her colleagues. Today she is speaking through the lens of an instructor.

Her job duties when she started as an instructor were teaching a three-course load and service as a coordinator of a large introductory statistics course. She taught in this lecture hall last semester so large lectures mainly a freshman and one completely online asynchronous section of that course. Like many other non-tenure track faculty she did much more than what was in her contract. She is active in the statistical education community, regularly attends and presents at national meetings. Aside from the Garnet Apple award for innovative teaching that she just recently won, she received the best oral junior presentation award at the annual international meeting of the Psychometric Society in 2010. In 2012 at this university she won the John and Gardner Inspirational Faculty Award mainly for her work with the freshmen in the large lecture classes.

She mentored new faculty in her department and trained and supervised graduate teaching assistants and many other duties not listed in her contract. Like many faculty to meet the mission of the university she often taught all large lectures with up to 500 students per semester, 1,000 students per year not including summer. She did all this while maintaining a consistently high student teaching evaluation average and also was told that she has the lowest WD or F rate for online courses here at Carolina.

She served on the Provost Student Retention Taskforce, the online testing work group, and the Student Financial Aid and Scholarship committee of which she is currently chair. She knows there are many of these things that are critical to the mission of the university, the only problem is for instructors that has no meaning.

When she started her job as an instructor she assumed that there were opportunities for promotion and growth and increase in earnings. She was teaching 1,000 students per academic year and was getting paid a very low salary. She was hoping for a raise for merit or extra job duties that she was doing or since she had a terminal degree, a promotion to Clinical Assistant Professor and she even asked but it never came. So after she completed her sixth year as an instructor, she was eligible for the only promotion that she could ever earn which was to Senior Instructor. She was given the standard 10% raise and realized she had reached the pinnacle of her career, there was nothing else to reach for.

So as non-tenure track faculty on this campus she wanted to thank the Ad Hoc committee for the work they have done on their behalf. The 5 recommendations that came out of that committee are action items which will have an impact on a multitude of issues facing non-tenure track faculty on this campus. Voting rights, having multiple year contracts, having clear promotion criteria, standardization of titles, and the ability to win awards.

So to meet the mission of the University of South Carolina, Hendrix thinks it is imperative to retain high quality, highly educated, and highly motivated faculty to teach USC's students. Good teaching happens when faculty have the freedom and resources that they need and great teaching happens when these faculty are also staying current in their field on the latest best practices in teaching and have the tools that they need to perform the job duties to their fullest.

So the first recommendation, having voting rights, demonstrates that the university values non-tenure track faculty and it can only help showing the university values them and some of their fellow colleagues will also value them a little bit more.

Second giving multiple year contracts will help non-tenure track faculty feel that their jobs are more secure, they are less expendable, and they are valued. So they are critical assets to this university. They are teaching experts that take the load off of faculty who are trying to do research. Some of them teach so many students that they singlehandedly can raise or lower their departmental teaching evaluation averages. Some of them coordinate courses taught by many graduate teaching assistants in supervising and monitoring these graduate teaching assistants that gives them valuable experience and makes them more marketable.

Multiple year contracts that include the tools they need will help good faculty feel valued. Hendrix taught large lecture and of course with no lab fee or any other funding associated with it. She quickly discovered that having a tablet computer to be able to teach with would help her to avoid the typically problematic computers that are at the podiums in lecture halls. It would help her to respond to student e-mail question in much the same way that she would use her whiteboard in her office to help them with a problem, and it allows for easily created and rich online lectures for our distributed learning courses.

Having a three-year contract that included a budget, just a three-year contract maybe as opposed to one year, that included a budget for a tablet computer maybe \$2,500 or so would mitigate several issues. She would feel more valued and less expendable and it would give her something to look forward to in the contract. Plus, it gives students in large lecture an authentic and more personalized experience. It should be easier for good instructors to get the funding for the tools that they need. Standardization of titles will help departments and colleges create clear and consistent guidelines for criteria for promotion and maybe then they can begin to be referred to non-tenure track faculty can be referred to what they are rather than what they are not.

The last thing she emphasized is the need for prestigious awards for non-tenure track faculty. Currently there are very few awards they can even be nominated for. And in the most recent the Garnet Apple, they are competing against tenure and tenure track faculty as well. She believes she is the only instructor in recent years that has won a university-level award at this campus.

So why are there awards for both research and for teaching for tenured and tenure track faculty but no awards for research for non-tenure track faculty and very limited awards for teaching for non-tenure track faculty when they teach so many students? When she won the John Gardner Inspirational Faculty Award, it was a university-level award with a monetary prize and she got to sit on the stage at graduation. She knew about a third of the students at least walking across the stage that day and she was just so proud and that experience she carried with her a very long time. It was very rewarding to be able to be a part of that and other highly motivated non-tenure track faculty should be able to have that same experience.

So in her new Assistant Clinical Professor position, she now has a path for promotion and she has the tools that she needs to do what she loves, which is teaching this university's students. And even though she's really busy with her new job right now, she thought it was very important to take time for this talk. It is her hope that it helps other non-tenure track faculty who are experiencing the issues that she's outlined today in some way in the future. Addressing these issues is really important. It can only have a positive outcome for the stakeholders, the university, the faculty, and our students so thank you.

4. Reports of Faculty Committees

a. Senate Steering Committee, Bill Sudduth, Parliamentarian:

PARLIAMENTARIAN BILL SUDDUTH (South Carolina Libraries) – The Instructional Development Committee still has a vacancy that needs to be filled. The term ends August 2018. The Senate Steering Committee has appointed Christie Pascal, University Libraries to a vacancy on the Curricula Course Committee because the remaining term is less than one year the committee is allowed to make an appointment.

Elizabeth Sudduth, librarian, is the nominee for a two year vacancy on Faculty Grievance because a vacancy is for more than a year the Senate must vote on the nomination.

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

PROFESSOR MICHAEL GAVIN (English) - The Faculty Senate Committee on Curricula and Courses brings forward for approval 16 proposals. 6 from the College of Arts and Sciences, 1 from the Moore School of Business, 3 from the College of Engineering and Computing, 2 from the College of Hospitality, Retail and Sport Management, 3 from the College of Information and Communications, and 1 from the College of Nursing. There was no discussion and the motion was approved.

c. Committee on Instructional Development, Professor Michael Weisenberg, Chair:

PROFESSOR MICHAEL WEISENBURG (University Libraries) - The Committee for Instructional Development brings forward 4 classes for Distributed Education Delivery. 3 from the College of Arts and Sciences and 1 from the College of Information and Communications. There was no discussion and the motion was approved.

d. Faculty Advisory Committee, Professor Bill Sudduth, Parliamentarian:

PARLIAMENTARIAN SUDDUTH - The Faculty Advisory Committee met last month to clear up a little unfinished business left over from last year. This is a proposed change to the Faculty Manual, Appendix 5 which is the standing rules of the Faculty Senate and this has to do with the unfortunate events the last couple years where the committee has had to cancel meetings. Some where there was advance notice and some where there was not and also one tornado outbreak.

There was some need for clarification. The proposal is being presented today and will be voted on at the next meeting in November. What is being added is just the following paragraph, “In the event a meeting cannot be held because of campus closure or other extenuating circumstances, the meeting may be canceled or postponed by the Chair of the Faculty Senate in consultation with the Faculty Senate Steering Committee. If postponed the meeting may be rescheduled within two weeks without the need to republish the agenda or committee reports,” so by extension of that if it's unable to be rescheduled then it would be considered a lost meeting again and the next meeting would have a completely different agenda. Because it's a change to the standing rules of the Faculty Senate, it will require a 2/3 vote to pass.

5. Reports of Officers.

PRESIDENT HARRIS PASTIDES - reported the new law school building is open. It's attractive on the outside, a big block stately building, but inside there are softer tones and the technology co-exists with the traditional aspects of a law school. Associate Justice of the US Supreme Court Samuel Alito was there on September 14th for the ribbon cutting.

The week before, we held the ribbon cutting for the new Student Health and Wellness Center. It provides counseling and mental health and physical support. Pastides is particularly happy with that the design of that building that has a lot of glass and it's a welcome addition to that area between the Russell House and the Thomas Cooper Library.

A very large contingent of Chilean business students spent a week on campus. Pastides met with them and USC has a great relationship with the University of Chile, the leading university in Chile in Santiago. They had a wonderful time here.

Pastides has been meeting regularly with the Greek leadership to reinforce the importance of safe behaviors and to reiterate USC policy and the law on hazing and to seek their help and support. Last night there was a candlelight vigil on the Horseshoe at about 9:00pm to recognize the ongoing campaign against sexual violence and it was quite moving to have victims who spoke out and told their story. On this campus it's called *It's On Us*, originally identified as a way to involve males that it's on us...but it's actually on everybody - on students, staff and faculty. It was a beautiful and moving event.

He also gave an interview to Time Magazine on issues with Greek life on this campus and others and he worries a little bit about how that will play; it hasn't been reported as yet. He was very upset at the shooting in the Vista, a traditionally safe and wonderful place to enjoy the night life.

One of the victims was a University of Kentucky fan who was in town the night before USC played Kentucky. Pastides is keeping up with her and her boyfriend back in Lexington (KY) and they are progressing well.

Pastides was pleased to announce the largest National Science Foundation grant in the history of the university. The \$20 million award was made to a consortium of 10 universities in the state, led by the University of South Carolina's Vice President for Research, Prakash Nagarkatti.

Several nights ago, Pastides participated in a story slam at the Koger Center as part of the first year reading experience. All incoming students were asked to read Dave Isai's book, "Callings," and there were 2 seniors and 2 freshmen who represented their own callings; in other words, how did you know where you were headed and how did you get to where you eventually hoped to arrive?

Forbes ranked USC as a top 100 place to work. We're top 100 in the United States with only one other South Carolina entity and that's the Michelin Corporation. There were only 14 universities out of the 100 top places to work. The Thomas Cooper Library, for the second year in a row, was ranked as the top library in South Carolina and one of the top 50 in the United States.

On September 15th, USC unveiled a 675-pound bronze statue of Cockey. 19 former and 4 current women and men who are or were the Cockey mascot attended the event. The statue is close to the Melton Observatory and Davis College.

The annual faculty event at the President's House, called OPA, is on October 10th.

UNIDENTIFIED SPEAKER - asked if the President could put concerns over student behavior at football games in a letter to the student body.

PRESIDENT PASTIDES – agreed he could do that. He does an e-blast with them quire regularly. In this particular case, he's been working with the Greeks on a personal basis but maybe a letter or a more widespread thing is a good idea as well. At the games there are incidents, there are great causes for concern, there are transports to the hospital, there are people in the stands who experience behavior that they shouldn't, of course. More than anything, this is injurious and potentially very harmful to the students themselves so everyone needs to work together to mitigate that risk.

PROVOST JOAN GABEL - reported that the Coliseum had to be closed on Monday due to a power outage from a mechanical failure. Because the Coliseum is the type of building that doesn't have windows and there's no alternate source of light, that triggers safety issues. They targeted communication about the building closing because they didn't want to create confusion about students thinking everybody had the day off. Fortunately the power came on that afternoon.

The Provost's retreat is this Friday. Gabel will give opening remarks. John Dozier will give a Diversity and Inclusion update. The president will give some remarks. Steve Cutler, Dean of Pharmacy, is the chair of the Excellence Initiative Committee and he will give a report and the

Provost will give an update as well. C.F.O. Leslie Brunelli will give financial status report and some news from her office.

Attendees will then go into breakout sessions. There's always more information than they have time to give without being even more burdensome than they already are on people's valuable time. Break outs address Open Educational Resources, updates on experiential learning and beyond the classroom with service learning, global and undergrad research and then an update on high performance computing and infrastructure to support research. Then quick closing remarks and door prizes, Q&A, sporadically peppered throughout the experience.

Administrative teams and respective units should be able to report back to faculty and if there's anything on that list that someone would like to talk about to the Provost later they can contact her. There will also be an anonymous Survey Monkey.

The Provost followed up to Leslie Hendricks' comments on changes for non-tenure track faculty. The main change is that the non-tenure track faculty are now able to apply for all the internal grants that come through the provost office. For internal grants this year the deadline the announcement will go up in early November and faculty have until the end of semester to apply.

From Diversity and Inclusion, USC has an institutional membership in the National Center for Faculty Development and Diversity, NCFDD. The membership is cost shared between Academic Affairs, the Provost's office and Human Resources. Anyone on campus can access it. The institutional membership gives everyone access. It's a variety of web-based services, webinars, workshops, discussion forums, grant writing, time management, conflict resolution. There are opportunities for faculty postdocs. 275 people on campus have participated.

Also coming out of John Dozier's office, on Tuesday December 5th at ten o'clock USC will unveil the two plaques on campus that provide the more complete narrative regarding the university's history and the use of enslaved persons in the development of the original campus. And also another date to save on November 1st at six p.m. which is the next of the Provost Finding Common Ground Forums. The first one at the beginning of the year last year was on policing.

Regarding Faculty hiring, the Provost's office is working with the deans who hopefully worked with all of their faculty. The Provost's Office is working on efficiency, consistency, and transparency with processes.

Policy Review and Advisory Process - there is a new policy committee on policies. This is a major revision of the University 1.0. The main part of the policy manual and that's out now in open comment.

USC is in the middle of its first ever First Year Professional Development Program for new faculty administrators. For faculty who decide to pursue a department chairmanship or other type of faculty administration this process is available. It's put on by the Provost's Office in partnership with Human Resources and also after pulling a lot of national best practice in on what other universities do to prepare new

administrators for the job both so that they feel supported and understand what's being asked. Department chairmanship is a big change and bigger than most people expect for the first time. So this is an effort to provide support so that then this person can provide support mostly for department chair some associate deans as well. A few will attend a national conference who will then also participate in the on campus workshops and bring what they learned from the National Conference into those conversations.

As the president mentioned the first year reading experience went through on the 25th. 825 students were in attendance. Overall attendance was around a thousand. The students loved his remarks.

There is a pilot winter session between January 2nd and January 20th. They are running five courses. They put out a call for volunteers and these were the people who volunteered to do this, who've agreed to participate and they will be offering a class in a condensed format like in Maymester but in the winter semester. It will be evaluated for all of the different quality assurance measures to make sure that this is an effective way to offer content, to offer flexible scheduling, to open up bottlenecks, etc. It's all on the On Your Time website.

Spring textbook orders - Please order your textbooks. But also feel free to use open educational resources or other tools. Open educational resources is a way for faculty to make the instructional materials that go with their classes much less expensive or even free for students.

The Provost relayed a message from the Office of Study Abroad which is if faculty are traveling with students they really need to register them and go through the office. It's a process that is pretty easy. The staff over there are excellent but what faculty get by going through that office is number one USC knows where they are and number two everyone has insurance. And it's the vast majority of the time everything is great but not always great. There was a student that passed away not related to the experience but was on an experience that was unregistered and it was very difficult. It's worth doing so she asked faculty please do that.

The Career Centers offers workshops with faculty which is also totally voluntary but if in their work with students either in formal advising, informal advising faculty give career advice to students, the Career Center is now offering workshops targeted to faculty giving career advice so that they can package some of this into a toolbox, know better how to plug in the advice they're giving into the resources that are provided across the board.

The Provost's Office is working on salary compression. The Faculty Welfare Committee has asked for specific timelines. The resources are budgeted so now it's just a question of coming up with the fairest most equitable most efficient way to distribute those resources to accomplish and fill the commitment that was made to the faculty five years ago.

The Excellence Initiative Committee is underway. Steve Cutler is the chair. They have issued their charge. They're working on their process, how they will do the call, how they will review the call, how they're going to score etc. He'll be giving a detailed presentation at the retreat on Friday and those slides will be available.

The C.F.O. will be talking about the budget model at the retreat. An R.F.P. has been issued for a consultant to assist with the development of a budget model. The first review of proposals has occurred. The second review is underway and that part should be done ideally by the end of the month and then the work begins. The C.F.O. is the steward of this process. But there is a representative committee that she will be working with through that process and she or the Provost will be providing reports as things develop and obvious points of input for questions, comments, feedback, concerns, etcetera.

Finally, Augie Grant was selected and confirmed as the next Director of the Center for Teaching Excellence.

UNIDENTIFIED SPEAKER – Can you repeat the dates for winter session?

PROVOST GABEL – January 2nd – 20th.

UNIDENTIFIED SPEAKER – Is that why we are starting a week later than historically, this semester.

PROVOST GABEL – No. The university calendar is on a set formula.

UNIDENTIFIED SPEAKER – This year USC starts (inaudible) which it's never done in the last 10 years.

ASSOCIATE PROVOST – One thing has nothing to do with the other.

6. Report of the Secretary

PARLIMENTARIAN SUDDUTH – The next meeting of Faculty Senate will be here, Wednesday, November 1st 3:00 P.M.

7. Report of Chair.

CHAIR VALTORTA – On November 4th the A.A.U.P. fall State Conference will meet at USC. The AAUP is a professional organization for university professors and Valtorta encouraged everybody to consider joining. Some of the topics to be covered: Definitions of Shared Governance, Contingent Faculty Issues, Relationship of Faculty and Administrators, and Shared Governance on specific campuses.

Valtorta attended the Science Engineering and Technology Career Fair. We are connected and dependent on the outside world. USC is not an ivory tower. Some companies have left Columbia. Some new companies have come in. It is a humbling experience and a useful one.

A lot of work of the Senate is done by committees. As new senators come to these meetings they will really realize that more and more. Committees of the faculty, such as the Curriculum and Courses Committee are described in the Faculty Manual; other committees are created by the Provost or by other administrators, such as the Community (off-Campus) Safety Advisory Committee.

At the end of the last meeting there was a request to report on attendance at a previous meeting. Professor Jesse Kass from the Math department, a senator, was here and asked for information on attendance at the April fifth meeting. This is the meeting that had to be continued to April 12th by a procedural move and where the Senate had a vote on voting rights for non-tenure track faculty. To find out who attended, go to the Faculty Senate website, which is www.sc.edu/faculty, then choose meetings. To see who attended the last (September 13) meeting, click on attendance. Valtorta's count is 93 senators attended this meeting and 64 did not. So this was a well-attended meeting.

To see the attendance at previous meetings, such as the April 5th meeting, click on Senate Meetings Index, find the April 5th meeting, and then click on Record of Attendance. This meeting was not as well attended: 59 senators attended the meeting and 78 did not. Note that the total number of senators is substantially lower than for the September 13 meeting. There are now many more senators this time because now non-tenure track faculty are also represented in the senate.

UNIDENTIFIED SENATOR – (Inaudible question about a quorum) CHAIR VALTORTA - by his count there are 157 senators. 79 is a quorum.

8. Unfinished Business.

There were no nominations from the floor and Elizabeth Sudduth was elected to Faculty Grievance Committee.

9. New Business.

There was no new business.

10. Good of the Order.

There was nothing for the good of the order.

11. Adjournment

A motion to adjourn was seconded and passed. The next meeting of Faculty Senate will be here, Wednesday, November 1st 3:00 p.m. in Gambrell 153.