

FACULTY SENATE MEETING
June 5, 2019

1. Call to Order

FACULTY SENATE CHAIR MARCO VALTORTA -called the meeting to order.

2. Corrections to and Approval of Minutes

CHAIR VALTORTA - called for corrections to the minutes of the February 6th meeting. There were none and the minutes were approved.

3. Invited Guests

VICE PROVOST CHERYL ADDY – spoke on the policy and procedure making process at the university. The process is very impactful on many other things that faculty and staff do. The Provost's Office performed an audit of the policy approval process several years ago and made substantial changes.

All of this is governed by a policy, University 100, the policy on policies. In that policy, the Office of the Provost is assigned responsibility for the approval process, not for writing the policies, but simply for the approval process for all policies for both USC Columbia and the USC system.

One of the big changes has been to follow a template for each policy. This has been a huge improvement even if implementation has been slow. The template requires:

- a brief purpose statement, which shows quickly what this policy (the actual policy may be a page or two long)
- explicit definitions--for example, when FTE is used in a Human Resource policy, what does that mean? When a research grant employee is used, what does that mean?
- a clear policy section and a clear procedures section; the policy section states what employees must do or should do; the procedures section is how they go about doing that.

In revising the process an attempt was made to minimize how much is in the procedures because these documents that have a formal approval process may also be dependent on a specific technology that may change. Technology often drives the changes that are made.

The other big change is that there is now a Policy Advisory Committee. It represents about 8 or 10 entities around campus in addition to the Chancellor of Palmetto College and Eddie King, the current Assistant to the President for System Affairs. The entire system is represented on this committee, which helps vet the policies not just for clarity and format, but more importantly for their impact on other policies, on other areas of the university, those unintended consequences. This has been a very valuable part of the process in the last couple of years.

Vice-provost Addy then turned to the hierarchy of policies. Everything that USC does must fall, under, first, federal constitution and law, second, the state constitution and law, third, the University Board of Trustees' bylaws, fourth the system Faculty Manuals--there are multiple manuals but those are all considered higher than these policy documents being discussed today--, fifth, these university level policies, and finally under the university policies there may be unit, college or department policies for very specific things about how they manage different processes. Faculty Manuals are higher authority than policies because changes to them require faculty, presidential, and Board of Trustees approval.

There are 300 and some policies divided into about 20 administrative divisions. These roughly fall along the organizational divisions of the UofSC. Those most likely to have impact on faculty are the Academic Affairs Policies. These are the ones that talk about faculty title, faculty search process, academic administrator, appointment process, a third-year review, family friendly policies, course, the curriculum approval, intellectual property, copyright, and development. Most of these policies are actually written for the system level, although the procedures may be different for the different campuses.

There are a number of policies related to business and finance. The moving policy covers a reimbursement from living expenses. It is one that was changed this past year because of a federal law change. With the federal tax reform, reimbursement for moving expenses is now considered taxable income. UofSC had to change its policy to reflect that.

There is a set of EOP policies.

There are new policies that will hopefully be posted for open comment next week regarding USC's brand, web presence, social media presence, facilities, and human resources. The human resources area has been very active this year because in addition to reviewing business rules as they planned for the PeopleSoft implementation, they also did a thorough review of the policies for consistency with state law.

There are law enforcement policies. There are several policies for research. In Student Affairs, policies cover student housing, student organization, all these kinds of things. There's a very small set of policies on vehicle management and parking services.

University, UNIV policies are very broad policies for how the university's operations are performed. They can also be used sometimes as a place for the policies that have broader impact, even if they're not necessarily presidential level policies.

The Board of Trustees Policies are written by and approved by the Board of Trustees.

What is the review process? Academic Affairs Policies go to the Faculty Advisory Committee. In many cases, the policies have already been vetted by another group such as the Academic Program Liaisons or the Assistant Associate Deans Council (for undergraduate issues) or the Associate Assistant Graduate Deans Council (for graduate issues). There are number of faculty groups that will vet these policies depending on the content area.

For the Administrative Division, there is a responsible officer for every division, usually the VP level. For example, the Provost is officially the responsible officer for Academic Affairs. Dennis Pruitt is the responsible office for Student Affairs and so forth. That individual or appointee submits a proposal to the Office of the Provost. Right now, that's to Addy. Officially the next step is review by the Policy Advisory Committee. Budget and Finance, Research Office, Human Resources, Student Affairs, the Dean of Students are all represented on the Policy Advisory Committee as is the Chair or designee from Faculty Senate and the President of Student Government Association and General Council.

As they look at this policy they may have an iterative process, going back and forth between the Policy Advisory group and the division responsible officer, getting things cleaned up so the policy is clear and consistent with other policies. Once Policy Advisory is satisfied, the policy is posted for open comment. The Provost's Office issues a notice when that happens. It goes to all other responsible officers and liaisons. It goes to all the deans. It goes to all of the chairs and co-chairs of the faculty committees and probably a few others. Open comment for two weeks. Even if someone is not on the list of recipients, they can make comments.

If any substantive comments are received, it goes back to the responsible officer to address those as appropriate. That could send the policy all the way back if there are substantial changes. Usually not, but that could happen. Once that is done, a request is submitted to the President to approve those revisions. After he gives his approval, the Provost's Office posts that new policy and sends out the same notification that the policy is there.

Where is the faculty voice? The policies cover far more than Academic Affairs and many faculty will not see the impact of them at all, but their voice is still very important. They are welcome to respond to the open comment for any policy when it's available. Addy talks with Faculty Advisory Committee for every policy that comes through that committee. There are often other voices that come into that, so the faculty voice is clearly heard.

Addy brought up the website and demonstrated how to search for policies and how to comment on proposed policies. The site also has a page that describes the general process, and a list of all of the responsible officers and policy liaisons. These are the contact people for policies in the different areas.

SENIOR ASSOCIATE PROVOST FOR INCLUSION AND CHIEF DIVERSITY OFFICER, JOHN DOZIER – spoke on the university diversity inclusion and access plan that was recently approved by the Board of Trustees. One of the biggest challenges for any diversity officer is always dealing with the recruitment and retention of underrepresented students.

The equity and inclusion plan was approved on March 15th. It is the first sub-strategic plan that has been approved by the Board of Trustees.

The Provost's Office has been working on the approval of the university's refresh of its strategic plan called Focus Carolina. The last strategic plan was approved back in 2008. The refresh was

done understanding that Dr. Pastides would be retiring from the university and in anticipation of new leadership, which is likely want input into their own strategic plan. As they were going through the approval process the Board of Trustees really challenged them around diversity, equity and inclusion and asked very specifically, what they were doing beyond the stated goal of building inclusive and inspiring communities. That challenge has yielded an equity and inclusion plan.

This equity and inclusion plan has four key attributes that are combined into three key strategies.

1. Composition. Who's at the university as it relates to faculty, students and staff? Who is in the university's composition?
2. Achievement. How do we measure the success and ensure equitable outcomes for all students, faculty and staff. That's easy to measure for students, particularly undergraduate students in four and six-year graduation rates. For graduate students it's graduation rates more broadly. For tenure track faculty it's tenure and promotion. They will look at all of these metrics by the two ways that they currently measure identity at the university consistently, race and gender. Dozier is working with human resources on a rubric for measuring what achievement actually looks like for staff and nontenure track faculty. They think right now it will be ultimately some combination of a compensation and promotion.
3. Engagement. What are the ways that they're continuing to engage the campus community in conversations about diversity, equity, and inclusion, and why those are important values, maybe more important for students? What does that look like for students matriculating at the University of South Carolina? And how is UofSC preparing them relative to these values for their lives beyond the university, in leading in their communities and workspaces?
4. And then finally, inclusion. How do people feel? Do people feel that they're coming to a university that is truly welcoming, where their voices and they themselves are truly valued?

So again, those four key attributes, composition, achievement, engagement and inclusion, with the last two were combined into one strategy, comprise the strategies for our equity and inclusion plan. For each one of these strategies, there are commitments. For each one of the commitments, there are specific tactics and people that have been identified who are responsible for achieving them.

And then finally, for each one of the strategies, there are also targets. They're not just being intentional about the ways that UofSC talks about the desire to be a diverse, equitable, and inclusive, but they're also measuring those things as well. So just to kind of touch on these things very briefly and then maybe provide some space for you to ask some questions.

Relative to the first strategy Composition, the University of South Carolina values diversity in the composition of its students, faculty and staff. In support of this strategy, Focus Carolina 2023 will fulfill the following commitments: improve underrepresented minority student enrollment; improve the number of full time underrepresented minority faculty across all academic units; improve the number of underrepresented minority staff, specifically in the admissions office.

The second strategy is Achievement. Providing the support needed for every member of our university community to be successful in their teaching, learning, research, scholarship and work. The university values the need for conditions that support the work in development and success of every member of its community. They're committed to ensuring that every member has provided the opportunity for success in their teaching, learning, research, scholarship and work, and the following commitments then apply to that. The university will enhance the academic outcomes for underrepresented minority students and improve postgraduate outcomes for underrepresented minority students as well.

There's a lot here in the equity and inclusion plan, but there's a lot that's not here. Dozier stated they know about the gaps. What they're creating is a plan. This is the very first plan that is again, Board approved. Yet it's also a plan that's not necessarily perfect and although faculty are not necessarily showing up here relative to the achievement strategy, his office is going to work with faculty through the Council of Academic Diversity Officers to ensure that there's equity in the ways that UofSC is accounting for success for faculty and staff.

The third strategic objective, Engagement and Inclusion and the commitments are increased the engagement of students, faculty, staff, administrators, and members of the university community in courses, trainings and events that promote the awareness and understanding of diversity, inclusion, critical analysis and civil discourse. And the second, improve the sense of inclusion amongst all university community members.

So, this is very broadly the equity and inclusion plan. It is going up on the Diversity and Inclusion website by the end of this month at sc.edu/diversity.

Dozier noted that they will be rolling out online the results of the 2018 campus climate survey. They will be having town halls in the fall semester and will be presenting the results of the campus climate survey and giving faculty, staff and students an opportunity to ask questions about the data and what his office plans to do with the data.

The Council of Academic Diversity Officers have also been busy. They rolled out a formal search committee training that is now a requirement for all search committee chairs and the affirmative action advocates that are serving on the search committees. There were some real challenges with search committee training this past year. It was still very heavily compliance laden and compliance oriented. And as they're moving forward into the next semester, they're thinking about the ways that they can really make sure that they're touching on issues of bias in the search process and giving faculty the tools that they need to make sure that search processes are not only compliant, but also aspirational in the ways that they look at the candidates.

And then finally the teaching towards excellence certificate program. This was rolled out in the fall semester and it's a certificate program that's designed to help faculty to think about the ways that they create curriculum, create engaging classrooms where they're able to have a fruitful conversation about the issues that engage the campus community, especially as it relates to diversity, equity and inclusion. This year UofSC had 73 completers of that program and on May 2nd had a ceremony. Phase two of this program will have micro grants to encourage faculty to

find ways to infuse diversity, equity inclusion into their course designs. That will be rolling out in the fall semester too.

PROFESSOR ABBAS TAVAKOLI (College of Nursing) – asked if the plan included a measurement to indicate to each unit if they met all of those components.

GUEST DOZIER -Yes. Each one of the academic units is responsible for a blueprint. The blueprints mapped to the strategic plan will speak to the strategic priorities of the university and certainly the Office of the Provost and Academic Affairs. The current blueprints have a section for diversity and inclusion that will be built out to accommodate many of the tactics and measurements or metrics that are defined in the university Equity and Inclusion Plan. So that's where the accountability will come in. The Council of Academic Diversity Officers over the past two months have been meeting to talk about the ways to move this from a university plan to a unit level plan.

PROFESSOR CHRISTOPHER YENKEY (The Moore School of Business) - is hearing lots of strategies and plans, but in the details he's hearing more objectives and goals as opposed to courses of action for how to realistically achieve those goals. There is a huge diversity problem for students and for staff for example. So to take those obvious examples, is there any discussion of a real plan of course of action for attracting minority students, minority staff, especially in admissions?

GUEST DOZIER – has presented the overview of the plan, but it also includes very specific tactics that speak to the ways that USC is going to go about achieving the metrics defined within the plan.

For example, under the first strategy Composition, enhancing the diversity of the university community, the first commitment is improve underrepresented minority student enrollment. The tactics include developing scholarships that attract and support underrepresented minority students, developing pipeline programs that are focused on inspiring K-12 students to attend the University of South Carolina, such as the University of Possibilities or expansion of the Summer Senior's program, developing pipeline programs focused on skill preparation of K-12 students, developing partnerships with the organizations that support underrepresented minority students and their success, successful transitions to college and or graduate programs. There are very specific ways that his office is thinking about how to implement this plan and yes, that discussion is happening.

PROFESSOR YENKEY -These are huge issues and they're not going to get solved in a short period of time. Is there a discussion around a ballpark of about how many years USC might expect these kinds of things to start paying off given the gravity of the problem?

GUEST DOZIER - As they think about diversity and inclusion challenges, the university didn't fall into these challenges over the past few years. These are challenges that are steeped in a university ethos, a university history that has been created over the past couple of hundred years.

They don't expect that these things are going to be solved immediately, but what they have identified are some very strategic and specific things that they can tactically tackle to hopefully move the needle. That's what the plan was intended to do. They've set a five-year goal for this plan, and then they will evaluate it.

Report of Faculty Committees

a. Senate Steering Committee, Professor Elizabeth West, Secretary

SECRETARY ELIZABETH WEST (University Libraries) -The Steering Committee is bringing forward a name for a vacancy on the Libraries Committee. Varsha Kulkarni from Physics and Astronomy is a nominee for that committee. Nominations will be taken from the floor during Unfinished Business. There are still vacancies: one on Faculty Grievance; several on the Committee for Professional Conduct.

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

PROFESSOR JOHN GERDES (Integrated Information Technology) -brought forth 109 proposals: 82 from Arts and Sciences, 8 in Business, 2 in Education, 1 in Engineering and Computing, 3 in Hospitality, Retail and Sport Management, 9 in Information and Communications, 3 in Public Health and 1 in Social Work.

There was no further discussion and the proposal was approved.

c. Committee on Instructional Development, Professor Michael Weisenburg, Chair

CHAIR VALTORTA – in the absence of the chair, Valtorta brought forward the proposal to approve several distance education courses: 3 courses for the College of Arts and Sciences, 1 from the Darla Moore School of Business, 3 from the College of Education and 2 from the College of Hospitality, Retail and Sports Management, 1 from the College of Information and Communication and 1 from the School of Public Health.

There was no further discussion and the proposal was approved.

d. Faculty Senate IT Committee, Professors Heather Heckman/Simon Tarr, Co-Chairs

CHAIR VALTORTA – stated there are a couple of documents linked to the agenda from the committee. One is a survey document from the Faculty Senate IT Committee, and the results of a

survey are reported in a document that is attached to the agenda. He asked the senators to review that and share it in their departments or units.

e. Committee on Scholastic Standards and Petitions, Professor Brett Altschul, Chair

CHAIR VALTORTA – gave an update on a proposal from the Committee on Scholastic Standards and Petitions to change the attendance policy for students. This will be presented and discussed according to plan in the fall at the first faculty meeting. Senators have already brought this to the attention of their units and comments were received and discussed by the committee and in some cases led to changes in the proposal. It will be presented again in the fall.

4. Report of Officers

PROVOST JOAN GABEL – announced this was her last day in the office as Provost. She goes on leave until the end of the month before starting her new position at the University of Minnesota.

There are hard issues on the campus and challenges going from ideas to execution and figuring out how to get the good work done within constrained resources and lots of frustration around that. She wanted to give the faculty a sense of some of the aggregate things that they've done together that are distinctive.

Living Learning Communities have grown exponentially on this campus. They've seen results of that in combination with a lot of other good work that faculty all do individually. That has happened as a result of some of the technology UofSC has deployed, and strong partnership with Advising and Student Affairs has fundamentally changed the university's freshman to sophomore retention. Freshman-to-sophomore retention is the indicator for the long-term success of students. When they get over that hump, they're almost certainly here to stay and likely to be highly successful. So the work that's been done collaboratively around making that freshman year substantive, informative, challenging, and creating a supportive environment in the classroom and beyond the classroom is working.

It was started about a year and a half before Gabel came in, so it's about five and a half years in. UofSC had pretty good, from a national metric, freshman-to-sophomore retention well into the 80th percentile. UofSC is in the high eighties now. That may not sound like much, but that margin is those most at-risk students who are staying. The goal is to get into the 90's. UofSC is incrementally creeping up there and that's really, really important.

Lots of work with students in student government, open access, mental health, with student government on open resources. The Law School opened.

Uncertainty is the worst for creating any sense of happiness. It's one thing to cope with bad news or things you disagree with, it's great to get good news and think that everybody agrees with you.

But uncertainty sort of disallows a reaction and that creates its own kind of anxiety. Gabel encouraged faculty who are really are worried about the future to talk to their students outside of class and remember how bright the future looks when seeing it through their eyes. They're developing as humans, and what the faculty and the university are giving them is really setting them up for success. This institution's been around since 1801. There have been some very precipitous ups and downs in how this university has been run.

There are challenges everywhere, but there is sustainable good news here. Amidst those challenges USC has constrained resources. The administration doesn't know the vision of the next chapter of leadership, but in terms of the core mission of what faculty do in trying to educate students well, create an environment in which that education results and success in which their campus climate is inclusive and teaches them to then advance inclusivity where faculty are able to engage in their scholarship as they see fit, whether that's their pedagogy or their research or their performance or otherwise in ways where they make an expansion of the knowledge base and their field. All of those measures continue to go up and those are sustainable. The President facilitates that, but he or she doesn't do that. The faculty do.

Gabel feels a tremendous amount of confidence in the future of this university and knows that the faculty will all will make sure that that continues to be the case. She thanked them for an incredible four years and for facilitating her own education and putting her in a position to have this tremendous opportunity.

5. Report of the Chair

CHAIR VALTORTA - thanked Provost Gabel for four years of service to the faculty, the students and the whole university. According to the Faculty Manual, page 72, *the Executive Vice President for Academic Affairs and Provost is the second officer of the university and is empowered to act for the President in the absence of the chief executive officer who is the President.* There is a long description of the Provost's role in the Faculty Manual.

The Provost's website as a shorter description in two paragraphs. One thing that is notable is that the Provost has a system-wide role and it's often forgotten that the Provost is charged with the oversight of the university graduate and undergraduate academic programs, as well as curriculum development, program assessment, and university accreditation. She's also responsible for leading the formulation and implementation of system-wide academic affairs policies, relating to faculty hiring, retention, tenure promotion and development. So, she works very close to the faculty.

The second paragraph, in the description, is shorter and describes budgets and plans. Valtorta elaborated on that part of the Provost's job which is less visible. The Provost provides budgetary oversight for all of USC academic units and academic support areas and manages the strategic planning processes for those units. Provost Gabel improved the reporting and planning process

for colleges making it more transparent and uniform. One of the most interesting parts of the job as Chair of the Faculty Senate has been participating in the meetings at which deans present the yearly blueprints for academic excellence. These blueprints are really a wealth of information. They're available online. The Chair of the Senate gets to see them early in draft form. Earlier than they are posted. So does the Chair of the Budget Committee of the Faculty and the other members of that committee.

Concerning Planning. Provost Gable led the creation of a strategic plan for the university called Focus Carolina consisting of five strategic priorities, each of which includes several strategic objectives. The performance was associated with performance metrics, targets and commitments. An evaluation and tracking mechanism known as the "Dashboard" was also developed to help access compliance and a good strategic plan is a way to take charge of where the university is going. He expressed gratitude to Provost Gable for creating a strategic plan that the university can be proud of.

In his work on the Presidential Candidate Search Committee, he heard several of the candidates for the President's position at USC comment on the good quality of its strategic plan and some of the candidates had been involved deeply in strategic plan work at their institutions. A colleague shared with Valtorta the opinion that the Provost's job is harder than the President's job. He thanked Gabel for her four years of outstanding service to the faculty of the University of South Carolina.

Valtorta spoke on the work of the Chair of the Faculty Senate, which is a lot of work. Preparing the agenda of faculty senate meetings and chairing them is only a part. A couple of administrators told him that the Chair of the Faculty Senate is "the leader of the loyal opposition" and "someone who speaks truth to power." And a past Chair of the Faculty Senate told him that the Chair does not have a personal agenda. Still the Chair is the de jure representative of the faculty at the Board of Trustees according to its bylaws and the de facto representative of the faculty in many other contexts, both within and outside the university. Examples of outside the university include the USC system, South Carolina, AAUP chapter, the National Council of Faculty Senate Chairs.

The chair is a member of several university committees and is asked to help resolve conflicts sometimes involving the committees, the faculty and so on. The chair is one of the 11 voting members of the Presidential Candidate Search Committee as it became very clear this year.

One of the first things he did after being elected chair was read the bylaws of the Board of Trustees and look for the section on Presidential Search because he had read at that time of an example of a large university in Georgia where the bylaws did not include a description of that process and things have gone south. So, USC's bylaws at least do have a clear process that includes faculty representation and it worked in some sense.

It has been great to work with and for the faculty for the good of the university. He thanked all of

the senators for their service. He is especially grateful for the hard work of committee members and especially chairs of committees:

Brent Appling (Academic Responsibility), Cormac Cannon (Admissions), Deborah Brosdahl (University Athletic Advisory), John Gerdes (Curriculum and Courses), Andrew Graciano and, for part of the year, Susan Bon (Faculty Advisory), Tom Regan (Faculty Budget), Joshua Tebbs (Faculty Grievance), Simon Tarr (Information Technology), Bethany Bell and William Morris (Faculty Welfare), Cheryl Addy (Honorary Degrees), Michael Weisenburg (Instructional Development), Dick Kawooya (Intellectual Property), Richard Southall (Libraries), Brett Altschul (Scholastic Standard and Petitions) Audrey Korsgaard (UCTP), Lisa Eichhorn (Tenure Review Board).

Valtorta reported on some of the activities he carried out since the last Faculty Senate meeting of April 3, 2019. First, he worked on the Presidential Candidate Search Committee and other search related activities. He gave a detailed presentation of those activities up to April 29 at the General Faculty Meeting of Tuesday, April 30th. The presentation is from minute 54 to minute 81 in the “Streaming Video” in the meeting section of the Faculty Senate site. So, it’s a long presentation.

At the April 30th General Faculty Meeting the faculty passed a resolution entitled, A Resolution Affirming Faculty and Student Participation in the Presidential Search and the punch line of the resolution is that the faculty will continue to advise the Board of Trustees openly and honestly to the best of its ability regarding the presidential search. The Resolution is posted, has been posted in fact since shortly after April 30th on the Faculty Senate website.

The PCSC, the Presidential Candidate Search Committee, has not met since April 26th. That was the date that Friday when the board met to interview the finalists and asked the members of the committee to attend as a resource and in fact ask them to make statements concerning the finalists. Since then there have been several press reports that included interviews with members of the Board. I cannot vouch for the authenticity of the reports because of confidentiality concerns he is bound to. Most recently on May 25th updated on May 26th there an article by Andy Shain of the Post and Courier entitled “Ex West Point Leader who drew protests considers another shot at USC President.” In this article, Trustee Hugh Mobley, the Chair of the Candidate Search Committee is quoted as saying that the four finalists who made the first cut are still considered active candidates. The article indicated that two of the candidates, John Applegate and Jay Walsh and have indicated that they are out. They don't want to be considered again. Candidate Robert Caslen is considering another shot at USC president, hence the title of the article, and candidate William Tate declined comment.

About the same time, an article in the State by Lucas Daprile analyzes the common forms collected by the search firm Parker Executive Search. This was based on a request the state made under the Freedom of Information Act. This article is entitled, Tate Clear Favorite with USC students and faculty for Top Job.” The article reports that 86% of 324 comments on Caslen were negative. Most comments on Tate (91% of 86) were positive and the ones on the other candidates were somewhere in between. There were notably few comments on Applegate. Only

19, probably because it was the last interview and the window for comments close shortly after his forums.

On Monday June 3, he had a brief telephone conversation with Trustee Mobley, the Chair of the Presidential Candidate Search Committee, and he provided Valtorta with an update. He described the search as a continual search. So, this is a slight change of emphasis with respect to the previous statement that the search was to be considerate a suspended search. And the possible reason for this change of term is that he said that the Board thinks that the requirements for the search have been met. That by considering the four finalists, the Board has fulfilled the requirements in the bylaws, as far as the search process is concerned. And therefore, now the Board may bring in more candidates or bring in the same candidates for interviews or additional interviews.

Trustee Mobley said that there is no change to the search committee or the search firm. He expects the discussion of search related issues at the Board of Trustees meeting that's coming up on Friday. There is no full board meeting, but there are several committee meetings, and there will be an executive session. And he said that the transition to the new interim president is taking place. He also emphasized that nothing is definite. So USC is in a situation of flux.

Valtorta encouraged all of the faculty to support the interim President Chancellor Brendan Kelly of USC Upstate. Chancellor Kelly's relation with his faculty senate is very good. Valtorta gave more detail in his presentation to the General Faculty. This morning he spoke again with Faculty Senate Chair Elizabeth Zach at USC Upstate. That's a good omen that the Chancellor was attending a Faculty Senate meeting at Upstate when he was called on April 26th and offered the interim presidency of the University of South Carolina system and of course our flagship university here.

Chancellor Kelly expressed to Valtorta his desire for a constructive relationship with the faculty. Valtorta and Mark Cooper have an appointment for a meeting soon. The Chancellor is in Columbia more than half of the week learning his new job.

Valtorta doesn't have an insight on who may become the interim Provost but the Chancellor did describe a little bit the process going on. Valtorta's understanding is that he is currently going over a list that was provided by or in consultation with President Pastides and that the determination will be made soon. And President Pastides will do the appointment. The President somewhat confirmed this even at the General Faculty meeting in his remarks.

To conclude on the topic of the search, Valtorta quoted President Pastides who recommended to the faculty, "Keep your voice in play. Keep your voice in play." The university is still in a phase of transition and uncertainty, and the Provost really wisely recommended that the faculty take a broader view, but stay vigilant nevertheless as to what is going on and make sure that faculty voices are heard clearly.

Other activities included the General Faculty meeting on April 30th. The Faculty Advisory Committee met on May 6th, there was a discussion but no presentation for today. May 6th there was also a celebratory reception for Provost Gabel, which was really nice and emotional. The

Policy Advisory Committee, the committee that Cheryl Addy chairs, met on May 20th. There were of course commencement activities on May 10 – 12 and Chair Augie Grant attended one of the three commencement ceremonies. Valtorta attended the other two doctoral hoisting and a dinner honoring the honorary degree recipients.

Valtorta concluded his report by going back to the core of what and who we are as a university. University from Universitas, Latin, “Directed towards One Thing” or, to elaborate, a community of associated people who have the common purpose to produce and transmit knowledge. Therefore, he would like to leave with a recommendation and an exhortation. The recommendation is very simple.

Join the AAUP. It's a very simple thing faculty can do. It's not very expensive. It will broaden their horizons, make them understand better what the faculty role in university governance is all about. Maybe buy the Red Book, which is a collection of policy documents that the AAUP has put together often in collaboration with other educational organizations. Again, please join the AAUP. Do it today. Do it tonight. Go online. Sign up. It's not too expensive. It's an investment in the faculty's future and an investment in academic freedom and the future of universities. The AAUP is not a union. A part of it is a union, but our faculty will not be union members. They'll be advocacy members because there isn't a union at USC. It will be professional members and advocacy members and better prepared to serve in University governance and to participate in a more informed way.

The exhortation is be engaged in university governance. Faculty have a lot to work to do in teaching, research, outreach. Still if they want to be a university, they cannot simply be educational employees. They should not abdicate their role in governing the university. Senators need to share what happens at the senate to their colleagues. Encourage them to think of faculty governance as a means to maintain freedom of inquiry in instruction. Challenge them. Challenge students. Challenge administrators when they get discouraged or cynical and remember that as members of a community of scholars, faculty have a duty to follow the truth.

Mark Cooper will take over as Chair in the fall.

6. Unfinished Business

There were no nominations from the floor and Varsha Kulkarni from Physics and Astronomy was elected to the Libraries Committee.

7. New Business

There was no new business.

8. For the Good of the Order

CHAIR ELECT MARK COOPER – Presented Valtorta with an engraved gavel as a parting gift for his service to Faculty Senate and the university with great integrity and tenacity and stubborn dedication. It's been a privilege to have his leadership.

CHAIR VALTORTA – Thanked him for the gift.

9. Adjournment

The meeting was adjourned.

The next Faculty Senate meeting will be Wednesday, September 11, 2019 at 3 pm in the Williams courtroom at the Law School.