FACULTY SENATE MINUTES
February 7, 1996

Future Scheduled Meetings of the Senate and General Faculty:
Senate: April 3 @ 3 p.m.; Apr. 24 @ 3 p.m.; Jul. 8 @ 3 p.m.
General Faculty: April 23 @ 3 p.m.

The meeting was called to order at 3 p.m. in Gambrell Auditorium by Henry Price, Chair.

I. CORRECTION AND APPROVAL OF THE MINUTES OF JANUARY 10, 1996

The minutes were approved as submitted with the correction of the name of the Faculty Advisory Committee Chair to Nancy Lane and the April meeting date to April 3.

II. Report of the Provost Search Committee, Matthew Bruccoli, Chair:

The search committee appointed by President Palms consists of Amy Bigham, Student Government Association; Charles S. Bryan, School of Medicine; John J. Duffy, Regional Campuses; Bobby Gist, Equal Opportunity Programs; John R. Jenson, Geography; Dorothy K. Payne, School of Music; Aretha B. Pigford, College of Education; Henry Price, College of Journalism and Mass Communications; Jane Stephens, Vice Chancellor of Academic Affairs - USC Spartanburg; Scott Street, Graduate Student Association; Michael Sutton, College of Engineering; James R. Sweigart, College of Business Administration; George Terry, Vice Provost and Dean of Libraries and Information Systems; Robert M. Wilcox, School of Law; and Sally Wooden, Biological Sciences. The committee placed ads in the Chronicle of Higher Education, Black Issues in Higher Education, and Women in Higher Education. To date we have received more than 60 applications. I am told that for the last provost search there were more than 120 applications. Therefore we expect a continuing flow. The last search took some 10 months and there is no reason to believe that this search will go more rapidly. My instructions from Dr. Palms are to keep the search open until we find a winner. The faculty will be informed when there is a short list of candidates. The search committee has come up with a 19 point list of qualifications and criteria. These are available in the Senate Office.

III. REPORTS OF OFFICERS

IIIA. Report Of The President, President Palms:

1. The President reported on his (and others) efforts in recruiting Carolina Scholars.

2. A copy of the Senate Legislative Committee on Higher Education report is available in the Reserve Reading Room of Thomas Cooper. This report clearly:
   a. identifies USC and Clemson as research universities that should seek to reach Carnegie I levels.
   b. makes a better mission statement for the four-year schools.
   c. identifies the mission statement of the two-year and the technical campuses. The two-year schools should not attempt to become four-year campuses and the technical schools should not attempt to become junior colleges. The technical schools should concentrate on technical and vocational education.
d. funding in the future will be performance based. It will not count numbers but will consider the types of students, the curriculum and the job prospects of the graduates.

John Safko (PHYS) and Nancy Lane (FAC) both asked what the performance rating would involve for a research institution. The President assured the senators that the university would be involved in deciding the performance ratings. Nancy Lane also asked the president about the proposed increased powers of the CHE to abolish programs or campuses. The president expressed his doubt that the legislature would give up ultimate authority over the higher education system.

Robert Gardner (GEOL) asked about the proposed powers of the CHE to define and eliminate duplications in programs. The president responded that the major questions on duplications involve proposed new programs. There is also a study underway on medical education in the state. The figures on the production of medical graduates indicate that the two schools together should just meet the needs of the state in 2005.

Richard Conant (MUSC) expressed confusion and anger over the continual revision of the academic terms.

III.B. Report Of The Provost, Provost Vernberg:

Provost Vernberg reported on the four dean searches:
1. School of Engineering: Mary Ann Parsons is chairing that committee and they are still receiving files which are being processed and reviewed.
2. College of Education: Leonard Pelicer is the chair for the search committee. They are reviewing files at this time.
3. School of the Environment: The committee is chaired by Jim Radziminski. They have already made the first cut and are sending out letters to receive references this week.
4. School of Public Health: Caroline Macera is chairing that committee and the files are being reviewed.

We now have six enhanced lecture halls completed. They are Currell Auditorium, Callcott Auditorium, Gambrell 151, Gambrell 152, Humanities 201 and 202. Fifty-three faculty are teaching sixty-six courses to 5,615 students this term. During the summer room 210 in Jones Physical Sciences, room 209 in Davis college and two rooms in the Business Administration building will be redone.

IV. REPORTS OF COMMITTEES

IVA. Senate Steering Committee, J. L. Safko:

The committee nominations from the Steering Committee will be distributed to all faculty with the agenda for the next meeting. Please clear any nominations you plan to make from the floor with the nominee before the next meeting.

IVB. Grade Change Committee, Joseph Byrd, Chair:

The report of the committee was approved by the Senate.
IVC. Curricula and Courses Committee, Caroline Eastman, Chair:

The proposed new regular courses (I and II) were approved with the following editorial corrections: ANTH 324 the title should read: TRANSFORMATIONS. For PHYS 153 the title should read: PHYSICS IN THE VISUAL ARTS and for PHYS 153L the title is: PHYSICS IN THE VISUAL ARTS. Finally for PHYS 151L expand the word Lab to: LABORATORY.

Part III, the experimental courses, was presented for the Senate’s information with the deletion of the extra “n” in Internet for RETL 300X, the clarification that MKTG 453X is 3 credit hours and the title of MUSC 142X as “MUSIC OF THE AMERICAS”. During the discussion it was agreed that the School of Music and the language units would clarify the description of MUSC 142X. Charles Weasmer (GINT) questioned what was experimental about MUSC and PHIL courses. Prof. Eastman pointed out that experimental means that the course will be offered one time to see if the department wants to make the course permanent. Much more material was presented to the committee for each of these courses than just the name, title, and description. Not all these courses are for the May Session.

IVD. Faculty Advisory Committee, Nancy Lane, Chair:

Nancy Lane first gave a summary of her exit interview with Provost Moeser.

At the direction of the FAC, I met with former Provost James Moeser for approximately 45 minutes on Tuesday, December 19, 1995. My charge was to discuss continuity and commitment with respect to certain issues during (and after) the transition to a new administrative team. I had sent Dr. Moeser a series of questions in advance of the meeting. The questions and the answers to them are listed as follows.

1. Will the Salary Equity Oversight Committee you’ve just put together continue to function as promised? Will the administration continue to offer strong support of salary equity for women and minorities? To whom will the oversight committee report?
   
   The work of the Provost's Salary Equity Oversight Committee will be continued and supported by Interim Provost Vernberg, to whom the committee will report. The committee will meet in January, before Dr. Moeser's departure. [NOTE: The committee is now scheduled to meet in March.]

2. What does the future of strategic planning look like now that you’re leaving?
   
   The strategic planning process will be carried on under the leadership of Associate Provost Garrison.

3. Will the charge and function of the Assessment Advisory Committee continue in your absence?
   
   To whom will this committee report in the interim?
   
   Dr. Garrison will also lead the Assessment Advisory Committee's work. An effort must be made to involve faculty at the departmental level. Dr. Garrison should determine what information the various deans need to involve faculty in the process and should disseminate this information in order to encourage the deans to act proactively to involve faculty.

4. What does the future of "enrollment based budgeting" [now known as the "income information worksheet"] look like?

   John Olsgard has a model of the income information worksheet. He and the Provost will demonstrate how this model will work to the Faculty Budget Committee on January 19. [This demonstration took place.] President Palms's statement to the joint legislative committee clarifies...
the administration's stance with regard to funding. A primary goal is to ensure that state appropriations remain stable for the next five years.

5. How do you view Faculty Advisory's role in the transition to a new Provost? What do you think we need to know and/or do to facilitate a smooth transition?

   FAC should consult with the President to ensure that candidates for Provost meet with faculty governance committees. [NOTE: Dr. Bruccoli, chair of the search committee, will include a meeting between the candidates and a joint meeting of FAC and the Senate Steering Committee in the interview schedules.] The new Provost will be someone whose academic and scholarly credentials are outstanding.

6. Who will be responsible (in addition to Faculty Advisory, of course) for maintaining momentum in addressing the issue of discipline of faculty misconduct?

   FAC should pursue this issue. [NOTE: Progress is being made in committee.]

7. Will the President and interim Provost continue to support the work of the subcommittee studying the status of research faculty in "virtual colleges"?

   Dr. Garrison is the contact person regarding this issue. Dr. Moeser did not believe that the status of research faculty is problematic. [NOTE: A joint sub-committee of FAC and the Graduate Council will present a report soon.]

8. What kind of advice do you have for the faculty regarding the politics of dealing with the state Legislature?

   We did not have time to address this question.

   The Provost brought up an additional item for discussion—Continuing review of faculty (formerly known as "post-tenure review").

   Dr. Moeser believes that all faculty and the institution would benefit from a periodic review in addition to the annual performance review (this is currently done with chaired professors, for example). Such a review would supplement the annual review to provide a longitudinal view of a person's career, giving faculty feedback both to help them develop and to allow movement toward termination to begin if necessary. Development of such a procedure could and should be part of a "top-down" review of our tenure and promotion procedures. Dr. Moeser had come to believe that such a review may indeed be needed. In addition to the internal need for a re-examination of our T&P procedures and structures, there are considerable external pressures looming: the Board of Trustees and/or the Legislature may launch their own plans for imposing uniform criteria across the board. We would do well to keep the political climate in mind: sabbatical leaves and tenure are always under attack, and calls for productivity evaluations of faculty and of institutions seem to be gaining support.

Prof. Lane also gave a report of other ongoing matters before the Faculty Advisory Committee.

1. The committee is gathering information on the history and functioning of the tenure and promotion process. The committee plans to be engaged in an analysis of the current system by the time we interview possible provost candidates.

2. A subcommittee of the FAC has made progress in defining an appropriate code of faculty responsibility, which would include methods for dealing with faculty misconduct that could stop short of revocation of tenure.

3. Another subcommittee is studying the status of research faculty.

4. We have an ad hoc subcommittee studying the faculty manuals of the Columbia campus and the regional campuses to streamline them and bring them into agreement.

5. We plan to investigate the committee structure on our campus with an eye to increased efficiency and productivity.
In reply to a question from Charles Mack (ARTH), no progress has been made on post-tenure review. Suggestions were invited.

John Bauer (MUSC) asked if salary compression was included in the assignments of the Salary Equity Oversight Committee. That portion has been sent to the Welfare Committee.

**IV. Faculty Welfare Committee, Eldon Wedlock, Chair:**

The committee is considering the following items:
1. salary compression, including both compression within a department and a comparison among institutions.
2. fringe benefits such as day-care and elder-care programs.
3. early and semi-retirement programs, as well as stopping the tenure clock for personal reasons.
4. other fringe benefits, such as spousal placement funds and ID cards for dependents and spouses.
5. some incentive for faculty governance service, especially considering the recent Faculty Manual revisions.
6. how faculty interests are being represented to the General Assembly.

Related to the last point the committee asked Chris Robinson (ART) to address the faculty. Prof. Robinson called for a re-activating of the faculty lobbying process that we had last year. President Palms applauded the idea, offered to work with the effort (although help was not needed last year), and stated that the critical time is right now. At Prof. Robinson’s request, the president said that last year’s group would be reactivated.

**IVF. Parking Committee, Scott Harrington, Chair:**

1. Although scheduled to start in April, the Justice building construction will probably not start until the end of the term.
2. There will be no parking under the building. This is probably true for all future government construction.
3. The new parking garage near the Russell House is scheduled for completion during the summer.
4. The Division of Parking and Vehicle Registration is considering changing the commuter student lot near the corner of Hamilton and Pickens to a faculty/staff lot when the B lot closes.

**V. REPORT OF THE SECRETARY, J. L. Safko:**

The secretary reminded the senators that the next meeting is March 13.

**V. UNFINISHED BUSINESS:** none

**VI. NEW BUSINESS**

Charles Mack (ARTH) expressed concern about our growing distance Education effort. He is concerned about feasibility, quality versus quantity, faculty remuneration, residuals, legal issues, and so on. The chair said he will refer the questions to the appropriate committee.
VII. GOOD OF THE ORDER

Carolyn West (Sumter) pointed out that the grade changes from the regional campuses are sent directly from the campuses to the registrar at the order of the Regional Campuses Senate.

Chris Robinson (ART) expressed the concern that many faculty were no longer concerned with faculty governance since they no longer get the minutes and attachments, only the agenda. He has noticed a lessening of questions from his colleagues. He suggested a server to send the information to all faculty members. The Faculty Secretary suggested that all senators must take a more active stance and bring matters under consideration to the attention of their colleagues. You can get your chairman to post the unit copy on a bulletin board near the mail boxes.

Marcia Welsh (MEDC) - I just want to follow up on Chris’s comment about our need to work with the Legislature and inform you a little bit. Henry and I are both active with the South Carolina Conference of Faculty Senate Chairs and we have been very active in it for four years now, I think, working with the legislators trying to keep them informed regarding the concerns of higher education. We have been allowed access to major committees and have been invited into offices of legislators because they want to be informed. The one area where they feel we are deficient is in getting faculty to let them know what their concerns are. You are the voters. Dr. Palms can go over there every day of the week and their response is going to be “So what?”, because he says the same thing every time. They don’t really know what the faculty want. When the faculty go over there they go “Oh, this must really be a problem, Dr. Palms must be right.” But if they only hear from him and don’t hear from you, this message sometimes goes unheeded. So it behooves us if an issue concerns you, you all have computers — or, at least, I know that Prof. Weasmer has a pen and pencil — write your legislator and let them know how you feel. If you don’t let them know, then our fate is actually is in their hands. And, I think you’d like them to be a little better informed, so I urge you to communicate.

Prof. Wedlock, in response to Bruce Meglino (BADM) said that all legislators can be reached individually by e-mail.

For those of you on the WEB, start at http://www.state.sc.us and follow the links.

VIII. ANNOUNCEMENTS

The chair announced that he has asked Scholastic Standards and Petitions to evaluate the May Session and report to him and the Senate.

An unidentified senator remarked that the new fall schedule is the same as the schedule was 25 years ago.

The meeting was adjourned.