FACULTY SENATE MINUTES
December 7, 1994

The meeting was called to order at 3:05 PM in Gambrell Hall Auditorium by Marcia Welsh, Chair.


The minutes were approved with the following two corrections:
1. Report of the President, item 1 - "The State Human Affairs Commission has approved ..."
2. Page 3, 5th line -- for clarity: "Felix (LAWS) questioned whether breach of contract was/would be a matter for ..."

II. REPORTS OF OFFICERS

IIA. Report of the President, President Palms:

1. The President reported that 52 of the 62 back pay issues have been settled.
2. Christian De Duve, Nobel laureate, spoke to Honor's College students and others. Yakir Aharonov of our Physics Department has received the Hewlett Packard Europhysics prize.
3. The searches for Vice President for Business Affairs and Finance and for an Equal Opportunity and Employment Officer continue.
4. The University is proposing to the new legislative leaders that they consider a gradual return to the formula funding. This is because enrollments have become skewed during the last five years. An increase in funds along with a formula distribution would result in a decrease in our support.
5. Richard Zingmark (BIOL) asked on behalf of the Faculty Welfare Committee about the status of the equal opportunity policy concerning sexual orientation. The President responded that he had sent it to the Board with his endorsement.

IIB. Report of the Provost, Provost Moeser:

1. The Provost reported that the search for the Vice Provost for Research has produced a list of about 10 names. Visits will soon be scheduled. David Willer (SOCY) pointed out that our SPAR office is of great help in getting grants. The Provost said that he was aware of that and the new Vice President would work with the existing structure.
2. The Provost made the following statement about undergraduate education, recruitment and retention.
   I have one other important issue that I would like to bring to this Senate this afternoon. As most of you know I have been going around to academic departments and colleges. These have been very fruitful discussions. I have mostly listened to concerns and visions and plans in various academic areas.
We are making some critically important progress in this University in both changing the culture and improving the climate for undergraduate education at the University and, by the way, whenever I mention undergraduate education I do not intend in any way to slight the importance of graduate education. But I think we have to recognize that as a University we have not given the emphasis to quality undergraduate education in the past that we should have and that there is simply a correction in our course in this regard. This faculty has twice now voted to increase the admission standard for admission to the University - that second wave of increased heightened admission standards will go into effect in the Fall of 1995. According to our current projections, we will matriculate 300 fewer freshmen next fall than we currently have, unless we increase our yield, that is unless we increase the percentage of acceptances from those who apply. As you know, we are redoubling our efforts to recruit high quality students to the University. We have taken a number of steps which I think will or already are having a positive effect. We have made a commitment first of all to increase by 20% the number of National Merit Scholars that we matriculate to the University. We want to increase the number of National Merit Scholars 20% a year for the next 10 years. To accomplish that we have agreed to double the amount of scholarships awarded to National Merit Scholars. We have appointed a full-time person who works now with Don Greiner (Associate Provost and Dean of Undergraduate Studies), Kathy Leaphart, who is a graduate of the Honors College and currently an Admissions Counselor in the Office of Admissions. Ms. Leaphart's full-time responsibility is the identification of highly motivated, gifted students who can be recruited for the University. This is where you come in as a faculty. Because the key to our success in recruiting talented academically gifted and highly motivated students is contact and interaction with faculty. It is direct personal contact. I think we are great in the production of three color brochures. We have a wonderful tracking system. We have more applicants to the University then we have ever had in the past. So we have been very successful in generating a large pool of applicants both in state and out of state. But if we are going to be successful both in maintaining our numbers and in increasing our market share of the top end of that student population, the students with 1,000 and above SAT's or GPA predictions of 3.0 and above, it is going to take intervention by faculty. And, I am appealing to you, if we call you, to respond positively. Dennis Pruitt tells us that all we have to do to maintain the number of 2,500 as opposed to 2,200 freshmen is to increase our yield by 10%. That is doable in our opinion but it will require great effort on all of our parts but especially mobilization of the faculty. Every department that I have visited when I have asked the question if someone from my office or the admission's office calls you and asks you to invite a student to attend a class or to meet with you before or after class, I have yet to have a faculty member say that no I would not do that. And, we are going to ask you to do that. I appeal to you to be a part of this process. I want to tell you that one of the most gratifying things to me about what is going on in the University is the positive attitude and sense of support and commitment that I sense from the faculty. It is stronger by far than it has been at any time since I have been here. And, I think working together we can and we will make a difference. That this University will assume once again its rightful place as the flagship University for this State and indeed for this region. I urge you to take an opportunity after the first of the year to hear the President's statement of vision and future agenda for this University, which is all built around being the kind of quality institution that we want to be. Inherent and implicit in that is our ability to attract the kind of student that will make a difference in your
classes and to create the kind of culture for undergraduate students at this University that will make this an appropriate place for them to invest their commitment to a higher education. So I appeal to you to be a part of this process of changing and improving the culture of this place. I know that we can do it.

III. REPORTS OF COMMITTEES

IIIA. Senate Steering Committee, J. L. Safko:
The Secretary and the Chair both reminded Senators that nominations for committees for 1995/96 were due by Dec. 15. Please consider such service yourself as well as encouraging other faculty to volunteer.

IIIB. Grade Change Committee, John Lopiccolo, Chair:
The Grade Change Committee report was approved as submitted.

IIIC. Curricula and Courses Committee, Mary Caldwell, Chair:
The committee gave two corrections to the proposal. On page 18, right-hand column, the items are numbered (1) and (2). On page 14, ENGL 380, the description should read "... exploration of medieval and other pre-Renaissance literature using texts ...". After moderate discussion, IA was approved. The remaining portions of the report were approved with the following changes made from the floor. IC should be Linguistics Program. The new description of UNIV 101 was changed to read "... Open to freshmen. Also open to other undergraduate ... ". The spelling of algebra was corrected on II of Attachment 5.

IIID. Faculty Advisory Committee, Alan Bauerschmidt, Chair:
The committee reported on the UCTP committee proposed changes in tenure and promotion rules. The committee's report was attached to the agenda. The UCTP proposals are available on gopher under USC Info. There will be a special faculty meeting called by the President in early April to consider these proposals. If faculty members wish to submit amendments that would be distributed to all faculty members, they should submit them sufficiently in advance of the meeting. The dates will be announced in the near future. "The Faculty Advisory Committee endorsed the proposed changes after its scrutinage, recognizing that the members of the UCTP have lived with the existing procedures and are sincere in their desire to see these changes. Since the Faculty Advisory's evaluation, our role has been to facilitate the procedure to bring the changes before the faculty."
The Faculty Grievance Committee, Keith Davis, Chair:

The Grievance Committee submitted proposed changes in the grievance procedure. The document, attached to the agenda, is basically the material proposed by the system wide committee with four changes.
1. The first change is on page 28, right column, line 15: ... The grounds for a grievance include but are not limited to unlawful...
2. On page 29, right column, last line of item 2: ...within 20 days ....
3. On page 29, right column, item 3: The change is noted at the bottom of the page.
4. The committee added the following to the language under II.2 on page 35 of the Faculty Manual: "The Dean's response, after consultation with the Provost, will contain a detailed summary of the evaluations (included in vote justifications, in letters from external referees, and in administrative reviews) and will contain the vote of the University Committee on Tenure and Promotion. Such a summary will be made so as to protect the identity of referees and individual faculty members."

After a brief discussion, the Senate modified correction 2 to read ...within 30 days ..., and approved the new grievance procedure.

IV. REPORT OF THE SECRETARY, J. L. Safko:

The Secretary announced that the next meeting of the Senate will be January 18, 1995 with an agenda deadline of 10 AM on January 4, 1995. The following meeting will be February 1, 1995 with an agenda deadline of January 23, 1995.

V. UNFINISHED AND NEW BUSINESS: None

VII. GOOD OF THE ORDER

JOHN HERR (Biology- Emeritus) - I wanted to bring to your attention something about this item for the Good of the Order. I have been to a number of special meetings that used Robert's Rules of Order and do not have this item. I thought I would just mention to you why it is here. This item is in Robert's Rules of Order and this is the only place it is used that I know of. And, it was put in by Stephen Ackerman who was the Secretary of the Senate. I mention this so that it would get into the minutes and help some graduate student in History who is doing research. And, as a last humorous anecdote, could we oil the door on the right when we go out.

VIII. ANNOUNCEMENTS: None

The meeting was adjourned at 4:15 PM.