

FACULTY SENATE MINUTES

February 2 1994

The meeting was called to order at 3:02 in Currell College Auditorium by Marcia Welsh, Chair.

I. CORRECTION AND APPROVAL OF THE MINUTES OF DECEMBER 1, 1993.

The minutes were approved with the following corrections:

1. page 1, Part I, second line from the bottom -- Milledge Seigler
2. page 1, II6, 4th line from the bottom--Georgia Cowart
3. page 2, top line -- delete the word "Sponsored"
4. page 2, lines 4 & 5-- John Jensen, Dept. of Geography
5. page 3, IIA -- Mishler is misspelled; page 3, IIIC add the word "be"
6. page 5, New Business -- the second motion by Charles Weasmer was also approved by the Senate.

II. REPORTS OF OFFICERS

IIA. Report of the President, President Palms:

1. Lester Lefton, chair of USC's Department of Psychology, has been appointed **Dean of the College of Humanities and Social Sciences**.
2. The University is working with the Business Advisory Council and the legislature on the proposed revision of the **Commission of Higher Education**.
3. Faculty **salaries** are the top priority for next year's budget. Higher Education needs \$40 million added just to be where we were last year.
4. In Sept. the **Salary Equity** Task Force reported to the President. The President asked the Task Force to do a comprehensive study of salary equity questions and to see if other faculty should be included. This should be completed in the next two weeks. Each of the 37 faculty originally identified has been appraised of the status of the study. "(T)his is a very important process to ensure that any adjustments are both legitimate and perceived as legitimate by both any affected faculty as well as new colleagues."
5. The proposed **sexual orientation and non-discrimination policies** proposed by the Senate have been forwarded to the appropriate committee of the Board of Trustees.
6. The **sexual harassment policy** is still being studied by the expanded Affirmative Action Committee. (See attached report -- minutes, page 6 which was presented later in the meeting by Jim Burns, chair of the Affirmative Action Committee at the request of the President) The President has asked the Faculty Advisory Committee to develop the appropriate language to revise the **Faculty Manual** to include the section on consensual relationships between faculty and students.
7. The TASCOR group has submitted its preliminary report on administrative operations. "Our long term goal is to insure that our administrative operations serve our highest purposes as an education institution and we apply technology

best as we work with one another and our students and that we meet our financial obligations." The group analyzing these recommendations has been named "Carolina's Administrative Processing System" (CAPS).

8. The Computer Information Technology and Services Committee will develop a master plan for information technology and information services.
9. The major goals for 1994 are:
 - a. The budget crisis and salary increases,
 - b. completing the searches for deans,
 - c. modernizing technology information services,
 - d. determining if we are able to start a major fund raising drive, and
 - e. upgrading some of the athletic facilities.
10. In response to questions from Charles Tucker (SOCY) the president reported that the master plan has been approved by the board of trustees. Parking facilities to replace those lost to the advocacy complex will be designed first.

Charles Mack (ARTH) asked the President about the meaning of the term "review" in the **Faculty Manual** as regards the sexual harassment policy. (See Attached statement, page 7)

The President responded that he had written the following to the Senate Chair on Dec. 7, 1993:

"It has come to my attention that at the December 1 meeting the FS passed a resolution in which it was stated that the Senate's proposed sexual harassment policy is currently in effect and is given prompt implementation. I understand that at this meeting the senate also endorsed a resolution in which it was stated that faculty sanctions related to this proposed policy and I quote 'are subject to and governed by the provisions of the Faculty Manual' I regret I had to depart prior to these issues being raised. Contrary to the language of these motions the sexual harassment policy adopted May 5 is not in effect and the adopted motions have no validity. Please note that the Faculty Manual specifically accords to the president and the Board of Trustees final authority over all University policies. As you know the Board has requested that we endeavor to develop system-wide policies whenever possible. As you know I have asked the Affirmative Action Committee and representatives of our student body and regional campuses to review the proposed policy and the comments from our campuses provided on it. I have asked this committee to propose a system-wide policy that the board and I can consider early in 1994. The committee will take the senate's resolutions under advisement. I will propose a policy to the Board of Trustees upon receiving the committee's recommendations."

The President continued: That is my advice and my legal interpretations of the actions of the Faculty Senate and also my instructions from the Board of Trustees which has final legal responsibility. These issues are increasingly being legally challenged. I think it is prudent to get staff ^{are} input into this since this policy affects more than just faculty. The staff and students ^{are} very involved with some of these issues.

Charles Weasmer (GINT) argued that the President was exercising a veto without any previous assertion of this power. The President argued that he simply has the matter under review while Weasmer argued that the review groups had a chance for ^{input} involvement before the Faculty Senate acted. The President further stated that the Trustees have asked that one faculty manual be created for the entire system. The Chair referred the interpretation question on the Faculty Manual to the Faculty Advisory Committee.

Chris Robinson (ART) asked the President to review the **University lobbying** processes. In particular he wanted a response to statements that the University lobbying process has not been effective. He pointed out that K-12 has a budget cut each year but is able to lobby it back into the budget. We are not joining winning coalitions and getting our point of view heard. Palms replied that in addition to our paid lobbyist, we have been working with the other universities but there is no central body to coordinate such efforts. The CHE only presents a methodology for allocating funds. They have no responsibility to present or promote a budget to the legislature. Marcia Welsh (MEDC) stated that legislators are very impressed when individual faculty members contact them since it happens so rarely.

Beverly Heisner (ART) asked why the **equity adjustments** were not made on Jan. 1st as promised. The President replied that he had hoped that the adjustments could have been made then but there were legal implications in making such adjustments and the University needed to collect more information that could be used if necessary to defend our actions before the courts. The committee should provide the information needed to make these adjustments in a fair manner.

Charles Mack (ARTH) asked about the draft report "The Empowered Educational System for the 21st Century". (See Attached statement pp. 8-9.) Brian Fry (GINT) also expressed concern about the Drummond Proposal for restructuring higher education. The President replied that no one in the legislature seems to be interested in the college level portion of the first item and that the University has expressed its concerns about the Drummond proposal. Tom Powers (SUMTER) reported that the AAUP has determined that the college portion of the first proposal was included at the insistence of the proposal's author, not at the request of the legislature.

IIB. Report of the Provost, Provost Moeser:

1. All deans and vice-presidents have been asked to respond to the annual update of their strategic plans. No budgetary information has been requested since we have a three year budget.
2. The provost asked Associate-Provost Don Greiner to report on initiatives in undergraduate education.
 - a. We are developing a three-year baccalaureate program for those entering students with sufficient AP course credit. The committee for this is Peter Sederberg as chair, Tom Cafferty, Bill Mould, Woody O'Caine, Ina RaeHark, Joe Gibbons, Mary Ann Burns, David Rembert, Carolyn Jones, David Claybrook, and Don Greiner representing the Provost's Office..
 - b. A new staff position has been approved to coordinate possible applications for post-baccalaureate scholarship programs and summer programs for secondary school students.
 - c. The Provost's Office has established a committee to work on (1) the idea of a residential college at the University and (2) to modify the orientation period to try to better bond the students to the University. This committee, which Don Greiner will chair, is composed of Dan Berman, David Coryell, Char Davis, John Gardner, Karl Heider, Craig Kridell, Gene Luna and Dennis Pruitt. Please get in

touch with any of them if you have any expertise with residential colleges or with innovative orientation programs.

3. The Provost stated that he, the President and the Board all strongly support the tenure concept. The administration also recognizes that the Unit criteria are primary, but the quality of that unit criteria varies widely across units. The UCT&P is examining the question of standards. Any recommendations that they have will be forwarded to the Faculty Advisory Committee. All the normal procedures of faculty governance will be used in the consideration of any changes. "My central thrust is that the Faculty Manual should give us a very clear statement that faculty govern the criteria under which we are evaluated and that the central criteria should be quality of teaching, scholarship, and service." The problem has been one of a lack of clear definition of what these terms mean. This discussion is system wide.
4. The Provost introduced George Terry who reported that all telephones, except digital, would soon be wired for an E-Mail, database management, and information system. A one-on-one training program for faculty will be provided.
5. The search committee for the Dean of the Graduate School consists of Susie VanHuss, Business Administration (Chair); Leon Ginsberg, Social Work; Blease Graham, Humanities; Manton Matthews, Computer Science; James Radziminski, Engineering; Sandra Robinson, Education; Linda Walling, Library and Information Science; Nancy Washinton, Library Processing Center; Marcia Welsh, Medicine; and Preston Winkler, Office of the President. The position of Associate Provost for Research and Planning has been abolished and the search for a permanent Associate Provost for Undergraduate Studies is on hold.
6. The Board of Trustees has established a category of Carolina Teaching Professorship with a \$5000 salary supplement. More details will be provided later.

Charles Mack (ARTH) asked if any administrators have been provided a paid leave of absence. The Provost replied that no such leaves were granted. In reference to Mr. Pruitt, the Provost noted that he has been given a change of assignment which includes duties on campus while he completes his degree requirements.

III. Memorial Statement about Richard Silvernail by Lisle Mitchell:

I would like to announce that there will be a celebration of life service for Dick on the 2nd of February in the Rutledge Chapel. You are all invited to come.

The second funniest thing that I think I have ever seen was Dick Silvernail in a suit and tie. The funniest thing that I ever saw was Dick in a tuxedo. Dick did not have a pretentious bone in his body. He wore khakis, an unbuttoned shirt usually down to his belly button, an overly large pair of tennis shoes with off color- shoe strings. He was a Phi Beta Kappa and acted like a human being. He was not a productive scholar but he was an excellent teacher both in large classrooms and as a tutorial. He was also an excellent advisor of both graduate and undergraduate students. In fact I have taken over some of his jobs and I don't know how he did it all. He was an athlete, a game player, a party man and a friend. He loved to play, taught sporting events and it was probably fitting that he died in the swimming pool of our PE Center. He loved to play cards and was a great bluffer. He loved to party, especially the booze, the conversation, the excitement. He loved people and had a tremendous impact on a lot of our lives. He was a leader. He led the Department of Geography into the modern age. He enabled his faculty to advance both themselves, the College, the University, and the University at

large. He led in the creation of the SC Geographic Alliance. His vision has improved geographic construction across this state and throughout the nation. He was a team player. He played a leadership role in the Southeastern Division of the American Association of Geographers and the National Council of Public Education. He played a leadership role in the College of Humanities and Social Sciences, especially during the time of Dean Bain but following that in the term of Dean Kay's administration. He played a role at the university level on various committees. He played an important role as a long time secretary of this body. He loved nothing better than talking about what was going on and how hard it was to get those minutes straight and would have given Peggy Pickels a fantastic applause for the great work she has done. He also played a role in his church in the lower Richland Community.

His value to this academic community cannot be overstated. His role as a friend, as a colleague, as a human being could not be overly stated. The Department of Geography will miss him, the College will miss him, and the University will miss him and especially I will miss him. Richard G. Silvernail.

IV. REPORTS OF COMMITTEES

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

The Steering Committee nominated Robert Wilcox and Jarvis Latham for one semester terms on the Academic Responsibility Committee. There were no further nominations and they were declared elected at the close of the meeting.

IVB. Academic Responsibility Committee, Robert Wilcox for Eleanor Delpo, Chair:

The proposed Rule of Academic Responsibility, Explanatory Comments and effective date (Senate agenda for Feb. 4, 1994, pp. 11-12) were approved with the following changes:

Line 2 of the rule and item 3 of the explanatory comments: "University of South Carolina at Columbia"

Explanatory Comments 1(d): delete the word "Unauthorized".

The Academic Disciplinary Procedures (Senate agenda for Feb. 4, 1994 pp. 13-22) was then moved. The motion was amended by changing section 3.9(b) on page 19 by replacing "The committee shall then meet within seven days and" with "The Committee Chair, acting on behalf of the Committee, may impose the recommended sanction and so notify the Committee, or the Chair may convene the Committee within seven days and" The amendment was approved.

Scott Foster (graduate student) and Carl Solomon (Student Government President) expressed their concerns about the procedures. After some further discussion the previous question was moved and approved. The amended motion was defeated.

IVC. Grade Change Committee.
The Grade Change report was approved.

A motion for adjournment was approved at approximately 5:30 PM.