

GENERAL FACULTY MEETING
September 6, 2017

1. Call to Order.

PRESIDENT PASTIDES called the meeting to order.

2. Approval of Minutes.

PRESIDENT PASTIDES- asked for correction to the minutes of the general faculty meeting on April 25, 2017. There were no corrections and the minutes were approved.

3. Report of the President.

PRESIDENT PASTIDES began his report welcoming faculty senators to his State of the University presentation, September 12th at 10:00am at the Russell House Ballroom. He spoke on a shared and common vision for the university of the future.

Pastides is beginning his 10th year as president and his 20th as a University of South Carolina faculty member. While USC's momentum has been steadily progressing and advancing, it's time to move the university forward with even greater vigor and rigor and Joan Gabel will have a few more comments during her report relative to the excellence initiative, a somewhat rare opportunity for a university to try to put its money where its mouth is and this year it is all about the faculty. The excellence referred to is about scholarship in traditional areas of research and sponsored research but also in the humanities and social sciences and every field. The administrators want to work with faculty to better understand what excellence means in their disciplines and to provide some amount of resourcing. The Board of Trustees has approved the 3% excellence pool. This is not a comfortable time, no one has a budget that can withstand a 3% cut for no reason so it better be a good reason. The service units all around campus are also giving 3% but they're not getting any money back. So all of the service units, landscaping and parking and so many other services to them that is a real cut. To academic affairs it is a net increase relative to operating budgets within academics. The faculty committee that is already working on how to plan to employ those extremely precious resources and let me also ensure you with students are represented by the president of student government, Ross Lordo. There will be people outside of the university who will criticize investing more money in the faculty at a time when they think USC should be reducing tuition. Pastides will make the argument that when the university does well and achieves new levels of excellence so does the state.

Enrollment is good here in Columbia and throughout the Palmetto College Campuses. This fall it is expected to top 35,000 students in Columbia and to top 50,000 students across the 9 campuses inclusive of Columbia within the University of South Carolina. In Columbia students hail from 50 states and over 100 countries. There are approximately 2,000 international students in Columbia, slightly more in graduate school.

The University of South Carolina as a system enrolls and educates more South Carolinians than any other public or private college in the state as well as more minority students, more African American students than any other college or university in the state, including the historically black university, South Carolina State University.

There are about 8,600 new undergraduate students in Columbia; about 5,900 of them are freshman. The targeting was probably 5,300 and there are 5900 freshman. The administration calls it the Basketball Bounce because March Madness and the two final four teams happened when many high school students in South Carolina and around the country had a bunch of envelopes and they all said yes.

USC had been moving through a program called measured growth, not abrupt growth. They were hoping to add 100 new freshman per year until about 2021 when numbers would have hit 6,000. USC is now at 5,900 and he is not sure whether the university will hold or go back to the number targeted for Fall of 2018. He commended the Provost, the deans, the department chairs, and the faculty for ramping up to take care of the academic programing, the number of sections needed for the large freshman class.

There was an abbreviated move in weekend because of the eclipse. That may have been a silver lining, since students in the past they had a move in week, where students would kind of get acclimated and figure out where 5 Points was.

There are also 1,500 transfer students coming in as undergraduates, the largest number of any university. Almost all of them South Carolinians. Increasingly, nationally, students in order to save money will start locally at a community college where they can commute, get some credits under their belt, get some good grades, and then come to the larger university for a couple of years and finish the degree.

There are also 440 Gamecock Gateway students in the residential bridge program with Midlands Technical College where the students live on camps at USC but they do go to Midlands Tech for their classes. They come back at the end of the day, they eat, they recreate, they hang out with all of the traditional freshman and then if they do well, and most of them do well, they matriculate as full-time sophomores into the University of South Carolina. They advance with greater proportion than USC's own first-time freshman, so they are probably given exactly what they need, the smaller classes and the maybe the attentiveness that maybe they get at a Junior College so that they can bank some grades and feel good about their academic success and come here gung-ho ready to go as sophomores.

The Class of 2021 is also the most academically gifted ever. The average SAT score for the freshman class at USC in Columbia is 1254. ACT is a 27.3 and the average high school GPA is 4.04. About 26,000 high school students applied, and 17.5% of incoming freshman are first generation college students.

USC is doing better and better with advancing, progressing and retaining its students. This is a stated goal of the university administration and of the Board of Trustees. The first to second year

retention rate is phenomenal, it's now at 88% and the 6-year graduation rate, that's the rate that's the federal government tracks, is 72.3% and a lot of people are surprised to hear that outside of the academy. Six years later only 3 of every freshman who started have gotten their degree and that's pretty good by the way for a public university.

USC has been cited by the Education Trust as one of the nation's best at improving graduation rates for minorities. USC produces more African American bachelor's degrees than 97% of the universities in the United States of America. The number than USC graduates is more than all but 3% of all American colleges and universities.

Palmetto College comprises USC's 4 regional campuses: Salkehatchie, with campuses in Allendale and Walterboro, then Sumter, Lancaster and Union.

These campuses provide a pathway to college that without which those young people would not be in college. Many of them are place bound, home bound, work bound, child bound and although they're absolutely capable of doing the work they're not going to come to Columbia, move in to a residence hall, pay those bills and matriculate here.

So that is a great pathway to college and in addition Palmetto College is USC's online baccalaureate degree program where students can major in one of 14 pathways, so they don't really ever have to come to one of the 4-year campuses or here to the research university. They can actually get a baccalaureate degree online at lower cost but with the quality of USC.

The headcount overall at these campuses is up by 15% this year and in addition they have about 1,000 students enrolled in the online part of Palmetto College. USC just graduated its 1,000th student from Palmetto College online.

This is going to be another challenging year. The societal issues happening whether they're in Charlottesville, Virginia or the State Capital across the street, they are USC's issues as well. When an institution is a campus in the state capital, a flagship university, it has to engage with its community, not run and hide from those issues. Pastides asked the faculty to be open and tolerant and open minded and encourage challenging thoughts and ideas of all kinds, presented in a civil and engaging, respectful format, whether in or out of the classroom. The university won't tolerate the shouting down of people or the calling names of a speaker, but it will in fact protect freedom of speech and expression for people on all sides and all colors of the political spectrum. He speaks with the Provost often about it. They don't know if there will be a big issue here like the one recently at the University of Florida, where colleges are cancelling speeches seemingly every week, but they need to be prepared to know what to do and to come down on the side of civility and conversation, a difficult dialogue no matter how abhorrent, occasionally. Where else can it be done other than a college campus. The university can be a host for difficult dialogue from time to time when the community has nowhere else to do it, when the alternative is a protest or name calling; why not come to the security of a university and have those conversations here.

USC has names and buildings who honor people who are less than heroic. The administration is committed to continuing to tell the full story of the university, including the parts of it that are

painful. USC has great historians who will guide the university community in learning from history.

Pastides is delighted that, with faculty initiative and the Board of Trustees' concurrence, two plaques are being prepared for the horseshoe that will commemorate the hard work of enslaved African Americans who helped largely build the antebellum campus. The President thanked Secretary Elizabeth West and other faculty colleagues who were involved. The President is also pleased that USC will raise a statue to Richard T. Greener, the first African American professor at the University of South Carolina, African American graduate from Harvard University, who was invited to USC shortly after the Civil War to be a professor. He was also the first African American librarian at the university. At the end of Reconstruction, the university closed itself and reopened as a white college. Richard T. Greener became the Dean of the law school at Howard University, joined the United States diplomatic core, and had a distinguished career. It will be wonderful to erect his statue on the pathway between the Russell House and the Health Center and the Thomas Cooper Library, probably the pathway that sees more student traffic on a given day than just about any place in the university.

4. Reports of Provost

PROVOST JOAN GABEL—reported that faculty hiring is underway. The Provost's Office is very close to returning back to the deans the report on how hiring will proceed for this year. She expects there will be a lot of hiring. Every single dean made requests, some of which are replacements and some of which are net new.

New Faculty Development opportunities in ALDP and PAL, the two main faculty development programs we have, those are underway for this year. So for the future, anyone would like to participate or would like to nominate someone to participate in professional development opportunities should let their department chair, dean, the Provost, or Cheryl Addy know. Formal announcements for nominations come out as well.

The Provost's Office is also starting something new this year re: onboarding new department chairs to help them transition into the administrative side of their departments. They want to be more organized in getting new chairs the information and resources to help them do their jobs. It's also very helpful to meet colleagues from other units on campus. So, the process of developing onboarding also will put chairs around the table with new department chairs and they can develop networks.

Her office will have internal grants again this year and the timing should be about the same as last year. Faculty will be hearing more about that as those roll out. She does not foresee fundamental changes like last year when they added a pedagogical track and opened up the availability to non-tenure track faculty. They had very robust pursuit of the grants amongst the faculty from all across campus and she hopes for the same this year.

The Provost provided more information on the Excellence Initiative. Steve Cutler, the new Dean of Pharmacy, is the chair of the committee, which has a representative group of faculty. Formal announcements will go out introducing the committee and sharing the charter that they wrote and

that has been run by the Board of Trustees. The committee is just getting started. The overarching answer to what the committee is doing is figuring out what they're going to do and how they are going to do it within the auspices of the overarching, rather daunting, but also very exciting charge that they have to really steward this investment that the university is making the academic excellence.

In addition to Dean Cutler, Claudia Benitez-Nelson, and Doug Foster, the new CIO, are on the committee. Student representative Jennifer Mandelbaum is a grad student. Trustee Leah Moody is ex-officio but she is the chair of the Academic Affairs Committee of the Board of Trustees. VPR Prakash Nagarkatti, Todd Shaw from Poli Sci, John Weidner from Engineering and Computing, Tracey Weldon Stewart from Arts and Sciences and Sarah Wilcox from Public Health. The composition of the committee was very carefully curated to be a lean committee, so they would be able to make decisions. It's a big-time commitment but also representative of different disciplines, different rank, different points of view and professional vs sciences vs arts and humanities and from all around the table.

The Health Sciences arena launched with this incoming group of freshmen. There is a Student Affairs term, a corollary term for arena that Student Affairs uses which is a cluster. What it means is that there is a lot of data to support the notion that when you pull together these spectrum of areas of study that are related to each other, in general, the students in those areas are more successful and progress more smoothly towards graduation. So in Health Sciences, broadly speaking, USC has one of the most comprehensive portfolios of programs undergraduate all the way to either degree completion or licensure depending on the type of work that a graduate would want to do. USC also has programs that are highly competitive to get in to. Clustering those students together and exposing them to the entire spectrum of the arena makes students more successful and able to pivot more smoothly into other areas of study without rewinding and redirecting, potentially losing time, adding to their debt and becoming disappointed and they graduate and join the work force.

The first arena was in Health Sciences. It is largely anchored in the Galen Fellows, which is a living-learning community of students who expressed an interest in Health Sciences. The first cohort of students came in as Galen Fellows, 450, and David Simmons is their Faculty Principal.

The next arena is coming on board for next fall's students, Fall of 2018. It will be in Information and Computing. Similarly, broad spectrum of disciplinary areas representative across campus in virtually every college in one form or another, with some various obvious anchor areas like IIT and Computer Science but also digital humanities. It includes a variety of colleges, areas of innovation. It's intended to be as inclusive as possible. There is a faculty governance committee helping to devise this, working with Student Affairs, Recruiting, Housing. The call is out for a faculty principal for this group. The anchor, living-learning community, those students will be called Rhodos Fellows.

There is no very deep scientific process to naming these groups. Galen was an ancient Greek physician. He was a physician and a pharmacist, so it was interdisciplinary. For Rhodos, about 20 years ago a shipwreck was discovered in the Greek Isles and they found several very ancient artifacts much of which they didn't know how to identify. Recently they have been able to make

better identification of various things that they found including what is up to now the oldest known computer. And it is signed but they don't know who to attribute the signature to. But they can tell through various methodologies that it was probably produced in a lab on the Isle of Rhodes. So rather than attributing it to a person, they are attributing it to its location. But the name Rhodes is already in use, so USC is using the Greek name for the island: Rhodos.

First Year Reading Experience is the week of September 25th. The book this year is called *Callings* and the theme will be to *Find Your Calling* and they hope that faculty will bring this up in class. Faculty are encouraged to share with their students how they found their calling. To encourage them to think about how they might be on their journey to find theirs if they have not already. The Provost will be in a short video about how she found her calling.

This was a very good year for study abroad; a lot of students went out and as the President mentioned USC's international students' numbers are stable which is not the case nationally. International students' numbers into the United States were a little down recently. The Provost's Office is working this year on compliance with Study Abroad. The Study Abroad office has become much more efficient in how they provide support to faculty who may wish to take students overseas, both in terms of prep, emergency management, acquiescence of insurance, but they have a pretty significant number of international programs where the faculty don't go through Study Abroad and then something happens and the administration hears about it and the student is overseas and the parent calls the university. So they are really trying to make it as easy on faculty and minimally burdensome but they also need to know where everybody is. Unfortunately, the worst-case scenarios which are extremely rare do occur on occasions so they want to be prepared for those.

Council on Diversity Officers had their first retreat for this year on August 11th. They have set three goals and they divided into task force groups to work on these goals. The Council of Academic Diversity Officers is chaired by John Dozier as the Chief Diversity Officer and then is populated by the Diversity Dean in each respective college and so the goal of this group collectively is to advise up into the work that the Provost does and that the President does and to advise each other in ways so that when they carry the message into the unique assets and challenges that each college' discipline include that they can tailor based on the types of students there and the type of work that faculty do in their research or classes. In the aggregate the three goals are: faculty recruitment and retention, graduate student enrollment and retention, and quality of data. Data warehouse, data reporting, consistency of the data.

The President mentioned the two plaques. One plaque, at the top of the Horseshoe before McKissick, and one to the left of the President's house. The timing is currently unknown.

The Provost will continue the floating office hours this year. Emails will go out about getting that scheduled. She reiterated that she's very happy to come to department meetings, if faculty would like to have her there.

The administration is tracking the storm. They work very closely with the county government, the state government, and communicate very regularly. USC has a very active and well-trained emergency management team, who've all gone to extra training to manage crises and

emergencies on this campus. It is impaneled and watching Irma and meeting already to discuss it. So there is only so much that can be done in anticipation of something like this but they will keep the campus informed as information becomes available.

The Provost reported on tenure and promotion: 84 faculty members go up for either tenure and promotion or just promotion, resulting in a total number of decisions of 122; 36 assistant professors applied for tenure and promotion to associate professor, and 33 were awarded tenure and promotion.

1 associate professor applied for tenure only and received that tenure.

2 associate professors applied for tenure and promotion to professor and 2 were awarded tenure and promotion.

40 tenured associate professors applied for promotion to professor and 39 were awarded that promotion.

5 librarians applied for tenure and 5 were awarded tenure.

Unit votes 41 of 44 votes for tenure were positive meaning a 93 % positive vote. 75 of 78 votes for promotion were positive, 96% vote. The Provost is required to report on where there was agreement and disagreement, meaning chair voted one way, dean voted another way.

Agreements ranged from 89% on tenure decisions between chairs and deans to 100% agreement between the Provost and the President but only on tenure and promotion of associate professors. All other agreements ranged from 91% with an overall average agreement of 94%. The percentage agreement between the UCTP and the President ranged from 94% to 95%. This was the next highest level of agreement after the Provost and the President's agreement.

The Deans introduced new faculty:

Mary Horton (University Libraries)- Introduced 3 new Faculty members.

Dean Lacy Ford (Arts and Sciences)- Introduced 12 new Faculty members.

Rob Wilcox (Law)- Introduced 6 new Faculty members.

Dean Jon Pedersen (Education)- Introduced 17 new Faculty members.

Dean Steve Cutler (Pharmacy)- Introduced 1 new Faculty member.

Dean Hossein Haj-Hariri (Engineering)- Introduced 16 new Faculty members.

Tom Reichert (College of Information and Communication)- Introduced 9 new Faculty members.

Dean Jeannette Andrews (Nursing)- Introduced 11 new Faculty members.

Sam Todd (HRSM)- Introduced 9 new Faculty members.

Dean Sarah Gehlert (Social Work)- Introduced 0 new Faculty members.

Dean Tom Chandler (Public Health)- Introduced 13 new Faculty members.

Dean Les Hall (Medicine)- Introduced 21 new Faculty members.

Dean Tayloe Harding (Music)- Introduced 2 new Faculty members.

Dean Susan Elkins (Palmetto College)- Introduced 6 new Faculty members.

PRESIDENT PASTIDES- was humbled and gratified to have so many outstanding new colleagues from mathematicians, to trombonists, nurses to philosophers, each one and every one a great addition. He hopes new faculty at USC will find what they're looking for and will lean on their colleagues and others. Mentorship is important. A mentor does not have to be a disciplinary colleague they can be someone that a faculty member has trust and confidence in. They don't have to be the same gender or age group but someone who a faculty member can talk to on a regular basis and help them navigate the complexities of academic life and even personal life.

5. Reports of Committees.

There were no committee reports.

6. Old Business.

There was no old business.

7. New Business/Good of the Order.

STUDENT BODY PRESIDENT ROSS LORDO- welcomed the new faculty on behalf of the student body. As Student Body President, he represents a very diverse group of students as the non-voting member on the board and advocate for student needs across the system. USC's student body comes from all over the world and the students are very blessed to attend a university that's home to over 47 nationally ranked programs to a culture that is surrounded and centered on student success. As well as the amount of opportunities are just as abundant outside the classroom as they are inside.

Lordo discussed what students value. Two years ago one of his professors took a photograph of the class on the first day and then had the students write down their names and which seats they were sitting in. The second day he came in to class, the professor was lecturing and was able to

call on students by name. Something that makes USC so special is professors want to get to know students and they want them to be successful and that's a very powerful and special part of the academic experience here. He is hopeful and asks that faculty continue to challenge students inside the classroom and that they encourage students and prompt the questions that they don't even know need to be asked and that faculty really prepare them to be 21st century leaders in whatever respective field they are going into. He thanked the senate for its time and wished the faculty the best of luck in teaching and hoped they would take it a little easy on the students this year.

CHAIR VALTORTA- extended a warm welcome to the new faculty, anticipating that as they progress in their academic careers they will learn to appreciate how gratifying it is to see the university change and grow through the faculty. Everything flows, and nothing stays the same and new faculty are a good example of good change for the institution.

Valtorta spoke on changes in the *Faculty Manual*. The major change in the *Faculty Manual* is the change to extend voting rights and representation to the non-tenure track faculty. These changes were recommended by the Faculty Welfare committee in June 2015 and then furthered by the Ad hoc committee on non-tenure track faculty members in 2016. Augie Grant the past chair of the Faculty Senate worked diligently to turn the recommendations into a proposal that was worked out in the Faculty Advisory committee and accepted by the faculty. The Faculty Senate approved this proposal from the Faculty Advisory Committee and some related changes to the Faculty Senate bylaws on April 12, 2017. This was a meeting that was delayed due to inclement weather, and the Faculty Senate rejected part of the proposed changes to the bylaws.

In particular the chair of the Faculty Senate is still required to be a tenured faculty member that has not changed. The university faculty approved the changes to the Faculty Manual at its general meeting on April 25, 2017. The general meeting is a meeting like this, so the President is in charge. The Board of Trustees gave final approval at its June meeting. The changes are summarized as followed: first the definition of voting membership now includes non-tenure track faculty so at general faculty meetings non-tenure track faculty can vote as well as tenure and tenured tracked faculty. One odd thing about this change is that membership is determined by title and the *Faculty Manual* now includes a long list of titles. The following members of the faculty should have the right to present motions and vote in meetings with university faculty: the President, the Provost, the Deans, Tenure Track Faculty, and Full time non tenure track faculty holding the title of Instructor, Senior Instructor, Lecturer, Senior Lecturer, Distinguished Lecturer, Instructor Librarian, Legal Writing Instructor, Clinical Professor, Clinical Associate Professor, Clinical Assistant Professor, Clinical Instructor, Clinical Lecturer, Clinical Senior Instructor, Clinical Senior Lecturer, Research Professor, Research Associate Professor, Research Assistant Professor, or Professor of Practice.

Faculty may check in their benefits page or professional page under the university VIP website, under Human Resources to see what their title is and if it's one of these listed in the manual they are a voting member of the faculty.

The second change concerns the faculty of the colleges, schools, or departments. By default, non-tenure track faculty now have voting rights within colleges, schools, or departments.

Colleges, schools, and departments may change this default so voting rights within a college, school, or department shall be based upon the same standards as for the university faculty unless otherwise established by existing or future bylaws and/or policies of the academic unit. Except that only tenure faculty can vote on matters concerning tenure and promotion guidelines and advancement of tenure track faculty.

The third major change concerning, again, non-tenure track faculty is that representation on the Faculty Senate is done in the same way as before so the percentage of senators per academic unit is unchanged and there is no quota for rank, title and (inaudible) just as before.

This is a major change in faculty governance at our university, let faculty work together to make it work out for the benefit of all the community. He thanked the Provost's Office for completing the edits to the *Faculty Manual* and putting it online this morning, just in time for this meeting. So, the manual which is dated with a date of final approval by the Board of Trustees, June 2017 is finally online.

He invited all faculty in attendance, including the new faculty members and including the new non-tenure track faculty members, to attend the Faculty Senate meeting in this room on Wednesday, September 13th. There will be a panel on the Living Learning Communities so Associate Provost and Dean Sandra Kelly will be there leading a panel of 5 Principals of the Living Learning Communities including the Galen community that Provost Gabel talked about.

8. Adjournment.

A motion to adjourn was seconded and passed. The next meeting of the General Faculty will be held on Tuesday, May 1, 2018, at 2:00 p.m. in Gambrell 153.