

**GENERAL FACULTY MEETING**  
**August 31, 2016**

**1. Call to Order.**

PRESIDENT HARRIS PASTIDES called the meeting to order.

**2. Approval of Minutes.**

PRESIDENT PASTIDES asked for corrections to the General Faculty minutes from the meeting of April 26<sup>th</sup>.

PROFESSOR MARCO VALTORTA (COMPUTER SCIENCE AND ENGINEERING) submitted a correction identifying the “unidentified professor” on page 11 as Professor Enrico Santi of the Electrical Engineering Department.

The minutes were approved as corrected.

**3. Report of the President.**

PRESIDENT PASTIDES reported the USC has added 101 faculty at the Columbia campus and a total number of 165 faculty throughout the nine university-system.

This is his 9<sup>th</sup> year as USC’s President, his 19<sup>th</sup> year at the University of South Carolina and his 36<sup>th</sup> year in academic life.

The President and his wife, Patricia Moore-Pastides, look forward to inviting faculty to the President’s home on Thursday, October 20<sup>th</sup> for their annual OPA faculty party.

This fall 5,097 freshmen have enrolled along with 1,445 transfer students. Columbia enrollment is now at 33,760 and at 48,795 throughout the university system.

The university is in a 10-year program of measured growth. Grow the student body. Bring in the revenue. Grow the faculty. Improve the quality of the teaching experience. Improve the quality of the buildings, and recreational and cultural life at the University and then grow again. Eventually the university will plateau at approximately 6,000 freshmen, sometime between now and a decade from now.

Tuition comprises the largest part of the university’s revenue. It pays salaries and for most of the needed ingredients providing a high-quality education now. Unfortunately state appropriations or state-supported revenue is now the 5<sup>th</sup> leading source of revenue for the University of South Carolina. Out-of-state tuition and in-state tuition combined by far is the leading revenue source. About 50% of the income at the University is from federal grants and contracts, about \$250 million dollars last year. Auxiliary services, including selling of athletic tickets and food through our partnership with Sodexo, and renting out dormitories is third. Philanthropy is fourth at about

100+ million dollars a year and then state appropriation is fifth, below \$100 million a year. It's very important not only to continue to educate students but to continue to have impact. Approximately half of the freshman class is from out-of-state.

The incoming freshman class has the highest SAT score in history. The SAT average among freshmen will approach 1220. More and more students, including most South Carolina high school graduates, are being admitted under the ACT. In the Honors College, the average SAT is close to 1440. The university has more international students than ever before. There has been a marked increase in international representatives in the freshman class and they will represent over 100 countries from around the world. They are in fact ambassadors for the University of South Carolina in their home communities and they bring to the university a richness and diversity as well.

In two weeks, on September 14, Pastides will talk more about USC's national and international reputation, diversity and inclusion priorities, as he delivers the State of the University at 10 o'clock in the morning on the Horseshoe. The two primary themes will be: what to do about the increasing cost of higher education, and how to address the shortfall in state funding, not on the backs of the tuition paying students and their families.

In the Atlantic Magazine recently, the disproportionate loss of state funding at southern and southeastern universities was addressed. The resulting budget cuts at many of USC's peers around the southeast have led to increased tuition, making it increasingly restrictive for low income families to afford the education that they so badly need to be prepared for a productive and an enjoyable life. How can USC use all its resources to help students be admitted to the university? The leading reason for debt is students who fail to graduate on time. The debt load carried by students who graduate within four years is quite low. It's those who return for a fifth and even for a sixth year or beyond who have the heavy debt load. The university needs to do a better job as students enter summer orientation, encouraging them to experiment during their freshmen year with classes and interests, and have several backups in mind. Then their responsibility is to return on the first day of their sophomore year with a major and stick with it, so they can graduate on time and keep their debt down. How well they do is perhaps more important than the majors they pick.

Another area to be covered at the State of the University is the impact being made by the faculty through scholarships and through research, not only in the applied fields, but also in the arts, the humanities, the social and the physical sciences. Their work makes for a better state and a better country. The university has to do a better job at bragging about the importance of basic research. We should brag about how it has been a major force in developing this nation as a democracy and as a world global economy in every single way. Faculty and administrators fail to do that sometimes, such as when people criticize English majors. English is one of the best majors at the University of South Carolina because graduates can do anything with it. Many students shy away from math as a major because their parents might ask, "Are you going to be a math teacher?" What the student should answer is, "No, but as a qualified graduate of this university and a math major, there are dozens of institutions either for grad school or in employment that would love to have me because I've demonstrated that I can manipulate and use/apply quantitative theories

and concepts.” The country is in a jam relative to this and the decline across the country, specifically arts and humanities but also in arts and sciences across the board, is stunning.

As I said earlier, the university needs to do a better job bragging about the work of this faculty and why their papers and books are important and vital. Research productivity is extremely and directly important to the vitality of South Carolina and the nation. The university is now working very productively with Boeing and with IBM and so many others to continue to make South Carolina one of the strongest places in the country to do R&D. The state has a great port, hard-working and generous and hospitable people, good technical colleges, one great research university and a fair climate.

The faculty are most directly the reason why USC has an extraordinarily high quality college educational experience. The faculty are the most direct contributor to that and Pastides asked they continue to be sensitive to the personal and direct needs of their students.

Pastides touched on the rocky landscape of higher education. This will be one of the most challenging years in at least modern history, where nothing is taken for granted, where cooperation with faculty and administration is just not a given, where there could be protests that can and will be launched for important reasons -- for important reasons like those that affect society, like police shootings for example and like disparities seen throughout society and especially in the economy.

The university needs to offer a different forum for complaining or protesting and debating civilly. Intelligent debate requires research, thoughtfulness, facts and respect; it also requires compassion and taking care of the people in the campus community, faculty and staff and students who need an extra hand because they may be in pain. They may be suffering. They may not feel included. They may feel disenfranchised and the university community needs to stand up and hold hands and support them. First we have to listen to them and seek to understand.

Issues of sexual assault around the country continue to be a major issue on college campuses. Colleges are caught between the morays of the community and the laws of the Office of Civil Rights in Washington and the Attorney General. The abhorrent things that happen are not just stories from afar; they happen on this campus too. The administration is learning and practicing and consulting every week of the year to find out how to deal with those issues properly, both legally and in the interest and fairness to all.

Alcohol consumption is yet again a torrential problem in college students. The university is going to work with the bar owners. Administrators are concerned about the low price drinks, with a new thing where a jug that’s supposed to be meant as five drinks at reduced price to be shared with five people is being consumed by one person.

The quality of the fake IDs is at the level of Homeland Security, and they are looking at the technology that’s used at airport screening with the fluorescent lights. They are going to do everything they can to try to help students obey the law. When they step out of line there have to be consequences. USC will try more than ever before and there is a program called Stand up Carolina. It asks everyone to speak out, not to be quiet, not to be mute. It could be a personal

struggle someone has, and USC has a lot of people who can provide help. Faculty are urged to stand up for colleagues and students if they see something going awry.

### **Report of Provost.**

PROVOST JOAN GABEL reported her staff has been working on back room processes in the office, annual reporting dashboard, etc. Faculty will probably start to see pieces of it as Deans start to pull together reports towards the end of the year.

In January, Helen Doerpinghaus became the Deputy Provost which created the opening for her previous position of Vice Provost for Undergraduate Studies and Dean of the Undergraduate Program. Sandra Kelly will be taking over as Helen's successor in that office.

The Center for Teaching Excellence have multiple workshops planned, access to instructional design support, grant opportunities, and a speaker coming September 30<sup>th</sup> Jose Antonio Bowen speaking about his book and teaching expertise. On your time as the President was referring to has experienced a 17% growth in enrollment. It's part of the overall unique take that USC has embraced on the strategy for helping students complete in a timely manner. Students are finding that program in increasing numbers year over year which is very good news.

USC Connect has added a new graduation with leadership distinction that went into effect this past year on Diversity and Social Advocacy and for all of the leadership distinction areas the numbers of students in that program since it began have tripled. It's been a tremendous opportunity for students to have robust experiences outside the classroom as a supplement to what they are learning in classrooms. There will be great impact from students participating in organized and structure programs in the different areas cycling back into their classroom excellence and then speed towards graduation, placement at graduation, satisfaction with their experience, etc.

There is a new Executive Director in the Office of Institutional Research, Sabrina Andrews. There is a Director of Institutional Research, Eric Yang. So for those who have need to or regularly access the sorts of information that is stored, tracked, managed by Institutional Research they are going to see some really solid improvement in how that process works. I know I have personally and they've just gotten started.

Under Allen Miller's leadership the international student population is up 200% and study abroad numbers are up 15%. That will start to impact USC's globalization in both directions. Who's sitting in classrooms with here and our students here going abroad and then bringing that life experience back and sharing it with their colleagues. USC opened a global site in Costa Rica focused on global health already getting some very interesting press coverage.

The new Vice Provost for Faculty and Dean of the Graduate School is Cheryl Addy. She's working on a variety of issues and initially the part that's likely to affect faculty most directly is policies and procedures – looking at how USC is doing things like notifications, announcements, how the entire process is running so that its accomplishing what they want it to accomplish.

John Dozier who is the Chief Diversity Officer is now also the Senior Associate Provost for Inclusion. To reflect the increased role that faculty play in creating a positive campus climate, an inclusive campus climate, and recognizing that what happens in the classroom, what happens in academic programs is a really cornerstone part of creating an overall campus climate that includes everyone. From all points of view, perspective backgrounds, faculty, students and staff.

Deans have been asked to create a Chief Diversity officer type of position within each unit, most of whom are calling it an Associate Dean. The position serves as the Chief Diversity Officer for the disciplines specific diversity and inclusion activities. The type of outreach done within the disciplinary areas etc. And also to be a point person for recruitment and search committees to make sure that those processes are diverse and inclusive so the faculty continues to reflect the community that they serve. Those chief Diversity officers at the units now become the Chief Diversity officers network that John will serve as the facilitator for so during campus level activities there is a nice way to have the expertise, unique needs and challenges of each discipline and unit reflected in the overall campus level conversation.

One of the key things that that office is working on is the collaboration for race and reconciliation which is represented primarily by the welcoming table activity. John is looking for participants, faculty, staff and students to participate in these welcome table dialogues and more information on that is forthcoming. USC recently hosted a forum called the Finding Common Ground Forum out of the Provost's office. This was a student-moderated forum designed to leverage the expertise of faculty to create a learning opportunity to address challenging social issues. The first of what will probably be several throughout the year. Not on any formal schedule, sort of dictated by events. The first one was on policing and there was a panel represented by faculty and some partner experts: Jeff Alpert, Todd Shaw, Seth Stoughton but also Columbia Police Chief Skip Holbrook and alumna Dr. Henrie Monteith Treadwell to speak from a broad range of issues and then two really fabulous student moderators partnered with student organization including Cory Alpert's organization, Lead the Way, student government, and Students Invested in Change student organization. There was a very nice turnout, a lot of different points of view, a lot of different constituencies in the room. It was a good beginning to try to create this type of opportunity.

Several searches are underway: CIO, Dean of the College of Social Work, and Dean of College of Information and Communications.

The Provost and Dean's retreat was held at the beginning of the year with some open feedback links. There will be a town hall coming on September 7<sup>th</sup> in the Russell House Ballroom at 11:30. The Provost will give a little bit of an update and then it's an agenda free conversation from that point forward with taking open questions from the faculty and then again provide the anonymous survey link for people who are disinclined to ask questions or are engage in that type of conversation publicly.

The Provost is starting some floating office hours this year. Not everybody likes to walk over to Osborne and out of respect for people's time and the fact that not everybody wants to make that trek but may want to be able to do a pop-in type of conversation, she will be scheduling some

floating office hours. Those who come can talk about whatever they want to. There are no parameters around those meetings.

Provost Gabel gave the T&P update. There were 77 decisions involving 50 faculty members because several faculty members have more than one decision to tenure and promotion. 27 Assistant Professors applied for tenure and promotion to Associate Professor and 25 were awarded at a 93% success rate. 18 tenured Associate Professors applied for promotion to professor and all 18 were awarded. 4 Associate Professors applied for tenure only and 3 were awarded at a 75% success rate. And one Librarian applied for tenure and it was granted. 32 unit votes for tenure 29 were positive. 45 unit votes for promotion and 42 were positive. With the exception of promotion to professor where there was 100% agreement, the lowest level of agreement was between Chairs and Deans with agreement rates ranging between 83% and 93%. The level of agreement between the Provost and the Deans ranged from 91% to 96%, between the Provost and the Chairs 93% to 98%. The level of agreement between the UCTP and the Deans ranged from 91% to 96% and between the UCTP and the Chairs from 93% to 98%. The highest level of agreement was between the UCTP, the Provost and the President, there was 100% agreement on their decisions. So for promotion to Professor there was 100% agreement across all levels.

The Deans introduced new faculty:

Dean Lacy Ford (Arts and Sciences) - Introduced the 35 new Faculty and instructors.

Chair of the Department of Economics John McDermont (School of Business) - Introduced 44 new Faculty members.

Dean Jon Pedersen (Education) - Introduced the new Faculty.

Dean Haemoon Oh (HRSM) - Introduced new 2 new faculty members.

Dean Charles Bierbauer (College of Information and Communications) - Introduced 9 new faculty members.

Assistant Dean of Undergrad Studies Susan Beverung (Nursing) - Introduced 7 new faculty members.

Dean Stephen Cutler (Pharmacy) - Introduced 2 new faculty members.

Dean Tom Chandler (Public Health) - Introduced 11 new faculty members.

Associate Dean Beki Gettys (Libraries) - Introduced 5 new faculty members.

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

As Interim Dean (Social Work) - Introduced 1 new faculty member.

Dean Robert Wilcox (Law) - Introduced 5 new faculty members.

Associate Dean for Research and Graduate Education Frank Spinale (Medicine) - Introduced 1 new faculty member.

Chancellor of Palmetto College Susan Elkins Introduced 5 new faculty members.

PROVOST- Dean Hossein Haj-Hariri from Engineering and Computing is not here because he knew he had a conflict and his new faculty had a conflict so he's not here to introduce them but is there anyone that we forgot that was expecting to be introduced but was not?

Marc Langohr from ROTC Detachment Commander was introduced.

PRESIDENT PASTIDES introduced Cory Alpert, who has been a major part of helping USC launch flood relief efforts, during the historic Columbia floods of October of last year and more recently in Baton Rouge and in Louisiana. He marshalled a phenomenal number of mainly students but also faculty and staff collected two trailers full of commodities that were needed in Baton Rouge. He is a Rhode Scholar candidate as well. He is speaking on the Get Out To Vote campaign.

COREY ALPERT - stated he is in charge of an organization initiative called Lead the Way. It's derived from something called Voting Gamecocks Lead the Way which was in 2008 and 2012 and it's since been shortened down and is now an initiatives lead by students to get students, faculty and staff registered to vote.

Everyone is eligible to register to vote, if they are a US citizen, in the state of South Carolina and it can be done in 2 minutes. Go to [www.uofsc.turbovote.org](http://www.uofsc.turbovote.org). This website is partnered with the Division of Student Affairs and will allow students, faculty, and staff to register to vote in under two minutes. They've paid for all the postage in any state that is not online voter registration. It happens very quickly.

They are encouraging everyone to send this to faculty, to students, to staff; anyone in the university community is eligible to use this. Their goal is to register 5,000 members of this university community to vote. This is something that allows the campus community to get involved and get engaged in a way that's never been seen before. And moving beyond presidential elections next year, City Council goes up for reelection. Given the roughly 35,000 students at this university plus faculty and staff that can increase the voter role that vote for city elections by 8 times, which means anything that regards City Council has to now go through the university. Imagine a world where City Council is responsive to the university. Imagine a world where state politics are responsive to what we do here. That goes back to voter registration that goes back to this project.

They are also hosting a forum series and hosted the first last night on climate change. Next week will be one on civil and human rights. It involved the Deputy Director of the UN High

Commission on Refugees, Chief Skip Holbrook, the Director of the South Carolina chapter of the ACLU. The voter registration deadline is October 8<sup>th</sup>.

#### **Reports of Committees.**

There were no committee reports.

#### **4. Old Business.**

There was no old business.

#### **5. New Business/Good of the Order.**

PRESIDENT PASTIDES - The OPA Faculty Open House is on October 20<sup>th</sup>.

#### **6. Adjournment.**

A motion to adjourn was seconded and passed. The next meeting of the General Faculty will be held on Tuesday, April 25, 2017, at 2pm in the Law School Auditorium.