

**GENERAL FACULTY MEETING**  
**April 26, 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 September 2, 2015. There were no corrections and the minutes were approved.

**3. Report of the President.**

PRESIDENT PASTIDES thanked the faculty for coming during a very busy time of year.

He announced that the faculty award winners this year will be honored at a ceremony at 2:30pm in the Hollings Library Program Room. Beginning Friday, 13 commencement exercises will occur throughout the university system over 9 days. The main ceremonies will take place on Friday, May 6<sup>th</sup> and Saturday, May 7<sup>th</sup>. On Friday will be the conferral of the law degrees, the medical degrees, and one third of the undergraduate and masters degrees. Saturday has the second group of undergraduate and masters candidates in the morning, a doctoral hooding exercise at the Koger Center and then the final third of undergraduates and masters candidates on Saturday afternoon.

System-wide, it will be the largest number of graduates in Carolina's or any university in the state's history: 7,467 degrees to be awarded Undergraduate, Baccalaureate, Associate's, Master's and Doctoral degrees.

Commencement speakers in Columbia will be the Honorable William Hubbard, past chair of the American Bar Association and member of the Board; David Seaton, homegrown success story born humbly to a Pee Dee family and currently the CEO of a fortune 50 Corporation, Fluor; and Timothy Keating, the major Boeing official representing Boeing in Washington DC and former high ranking staff member of Bill Clinton in the White House. We'll also have Dr. Darrell Kirch, former chair of the American Medical Association, for Medicine; Brigadier General Malinda Dunn at the Law School; and professor Woody Holton from the History Department will be the doctoral commencement speaker.

For the first time, two medical schools will commence together – the medical school in Columbia and the newer one in Greenville will have a joint ceremony.

The low point of the year was the historic flooding in October which impacted both the university community and broader community. The university weathered that event and the administration learned a lot about crisis management, about responding, and about what communities mean to the university and how influential and beneficial the university can be to them.

One of the higher notes in December was recognition of USC from the Education Trust as a leader for improving graduation rates among minority students. The university had the highest leap in student success among underrepresented minorities and this is measured by way of graduation on time, graduation within 6 years. Carolina ranks in the top five among flagship universities for closing the gap between graduation rates of ethnic minorities and white students.

This past fall, a group called Vision 2020 challenged the university to take better accounting for the concerns of a wide range of students, not only African American students but members of many groups including LGBTQ. They had a conversation with Provost Joan Gabel. Dr. Pastides is grateful to the students for initiating a wholesome dialogue and, as a result, a campus climate survey will be conducted of students to find out more quantitatively and maybe more comprehensively what they believe the campus climate to be.

The Diversity and Inclusion Advisory Committee has been reconstituted. They report directly to the President, working with Chief Diversity Officer John Dozier, the Provost and others. The members have given the administration a lengthy and challenging list of recommendations. There is not a lot of low hanging fruit and some things will undoubtedly take years to accomplish; there are a lot of things that are in between, things that the administration will begin to work on. They are not only a strategic visioning committee but now an operational committee that will help the university advance.

Dr. Pastides stated that Professor Sandra Kelly will talk about another very important committee activity, the Social Compact Task Force. It is a committee that is advising the university on ways to eliminate abusive behaviors among students including discrimination, alcohol, drug abuse, sexual assault, hazing, and other things. These are national phenomena.

It was wonderful for Carolina students to have direct access to the vast majority of the both Democratic and Republican candidates who visited and it was obviously a large number of them throughout February.

In March, the Arnold School of Public Health celebrated its 40<sup>th</sup> anniversary. It has grown substantially in size and in accomplishment over those 40 years.

In April, the Innovation Center opened at the corner of Assembly and Blossom Street with two IBM logos. The President was ambivalent about that because it's also a USC building where engineers, faculty and students will work and live, but it was important to show that in fact that the university is willing to work with private partners. They are also fitting up space in that

beautiful new building for university engineering faculty and students. IBM is bringing Watson Technology to the University of South Carolina, which means faculty and students will have more access than faculty and students at other universities. Carolina will also serve as the North American Center for the Internet of Things.

Carolina continues to see a record demand for enrollment. Ours is a student customer-supported university. It is also supported by the state, but the number one subsidy comes from out-of-state and in-state students who continue to vote with their feet and their wallets.

About 900 campus visits were cancelled as a result of the historic floods. October is a very important time for families and students to visit to see the campuses that they've applied to and how comfortable they would be. They are hoping that the impact on enrollment is not significant.

Provost Gabel announced a new Dean of the College of Education, Jon Pederson, who is coming from the University of Nebraska- Lincoln on the first of July.

Professor Claudia Benitez-Nelson won the Southeastern Conference Faculty Achievement Award and of the many students who won end of the year honors, Dr. Pastides highlighted two:

Eric Bringley, a senior from the South Carolina Honors College majoring in Chemical Engineering minoring in Chemistry and Math, is the first USC student to earn a Gates Cambridge Scholarship, which is the analogue of the Rhodes.

Junior Jory Fleming has been named a Truman Scholar. He's a Capstone fellow with a double major in Geography and Marine Science with a minor in Geophysics, and he was also a Goldwater Scholar, a Hollings Scholar and a Udall Honorable Mention. He's accompanied by a wonderful guide dog named Daisy who was present at Award's Day.

Fundraising continues for the statue of Richard T. Greener, the first African American professor at the University of South Carolina, close to the front of the Thomas Cooper Library.

It has been a better year for funding from the state. The Provost is working with the Deans and others on the budget. There's some other funding for capital projects as well and some limited funding for other campuses outside of Columbia.

There are two versions of the budget. Right now in the House version, state employees have been accorded a 2% salary increase. In the Senate version, they have been accorded a 4% salary increase. At some point they will go into what's called a "conference committee," where House leaders and Senate leaders will develop a compromise.

Notably 100% of state employee health insurance premium increases will be covered by the state next year.

The President stated the university has been lucky to have a first folio of William Shakespeare on display in the Hollings Special Collections wing of the Thomas Cooper Library until the end of

April. They also have two of Shakespeare's second folios on display, one that USC owns and one owned by Darla Moore.

Pastides closed his remarks saying he would see some faculty members on campus during On Your Time sessions this summer and wished everyone safe travels.

#### **4. Report of Provost.**

PROVOST JOAN GABEL reported the University had a very good year with faculty and scholarship. Academic Analytics tool is tool that shows how faculty are productive in a variety of ways grants, publications, citations, conference proceedings, etc. The only SEC schools ahead of USC are Vanderbilt, Florida, and Texas A&M AAU schools. USC productivity has gone up every year for the 3 years that Academic Analytics has been used.

The people who created Academic Analytics are also good listeners so when they hear that there's a certain disciplinary area that doesn't fit with how they manage the data set, they are eventually very responsive.

The University has hired so far this year 65 tenure track faculty and 45 non tenure track faculty. There was retention funding for 33 faculty this year. Salary compression raises went to 430 faculty. The Provost's Office is continuing to work on the status of and some research on policies related to non-tenure track faculty. They are working concurrently with Faculty Senate are working concurrently on this project and have made some progress.

Fifty faculty went through the T&P process. Nineteen units revised their unit criteria. T&P isn't over yet for the year so there will be a final report on that in the fall. We hired four Smart State Chairs, so we've completed 22 of the 28 chairs. Eleven Centers have graduated which allows the Center Director more flexibility to pursue their academic enterprise and it makes the administrative obligations lightened.

There were a record number and amount of internal grants out of the Provost's office to disciplines across campus. Family Friendly Benefits made a difference to 71 faculty. Seventeen faculty and senior staff for the first time were in the PAL Pipeline for Academic Leadership Program. New Faculty Orientation was reimagined into a year-long certification program called the New Faculty Academy.

There is a long-standing effort by a lot of faculty who have been working on high performance computing. The CIO announced his retirement and the university engaged Accenture to help do an assessment of IT operations in anticipation of searching for his successor. As part of that assessment, they did a national benchmarking study on high performance computing. Their results were very similar to a white paper from faculty who use this tool regularly.

University Advising opened with 25 professional First-Year Advisors hired to work with Colleges and entering students. All advisors are trained and certified. Student prep for advising

modules have been developed and they are working on technologies to streamline the process. They've expanded our experiential learning opportunities. Graduation with Leadership Distinction numbers more than tripled in three years from 90 to 300 students. The Faculty Senate voted at the last Faculty Senate meeting to approve a new Graduation with Leadership Distinction pathway on Inclusion and Social Justice.

Distributed learning enrollments at Palmetto College campuses are up more than 18% and the Center for Teaching Excellence served hundreds of faculty this year.

Regarding diversity and inclusion, as part of the effort to respond to the Vision 2020 conversation, and to really focus on the national conversation from the academic side of the house, we came to the realization that having a Chief Diversity Officer can only go so far because if you serve too many people, and have too many parts of the stakeholder circle, you can't always get everything done at once that you want or need to get done. There are diversity and inclusion attributes, challenges, and opportunities that are unique to the academic unit whether it's how searches are conducted for faculty; how curriculum instruction is tailored and customized relevant to the things students in that unit are learning; or whether it's the student organizations in relative units. The administration decided to establish a network of Diversity Officers in each academic unit. The Deans are in the process of searching for those Diversity Officers who will take point in each unit, and develop a network with each other and John Dozier to advise him and work to develop campus wide initiatives. There will be some horizontal leadership comprised of different people in addition to vertical opportunities within the unique attributes of each unit.

The Provost's Office has also partnered with the Chief Diversity Officer on the South Carolina Collaborative on Racial Reconciliation. The Provost's office worked with Chris Byrd, Vice President for Human Resources, and the Human Resources Office to support memberships in the National Center for Faculty Development and Diversity. This was a trial run at the request of the Black Faculty Caucus, who will report the results to Provost Gabel and Dr. John Dozier. If the results were beneficial and provided the professional development they desire then USC will become a member institution. They've also adopted a new training program that came out of the University of Michigan called Advanced Stride. Advanced Stride is a faculty hiring and retention training program that focuses on diversity and inclusion and providing support to diverse communities.

There have been six Dean Searches this year. Three Deans have been hired: Haemoon Oh in the College of Hospitality, Retail & Sport Management; Hossein Haj-Hariri in the College of Engineering and Computing; and Jon Pedersen in the College of Education. Searches have begun for the Dean of the College of Arts and Sciences, and the Dean of the School of Pharmacy, and the search for the new Dean of the College of Social Work will begin soon. The Office of the Provost will also be responsible for the CIO Search, but the search for a new CIO will be a

university-wide effort. The CIO Search Committee has been formed and will be having their first meeting in the very near future.

The Provost announced the Faculty Award winners:

**The John Garner Inspirational Faculty Member Award**

John Grady

**The Distinguished Undergraduate Research Mentor Award**

Michy Kelly  
Ryan Rykaczewski  
David Snyder

**The Ada B Thomas Outstanding Faculty Advisor Award**

Claudia Benitez-Nelson

**The Ada B Thomas Outstanding Staff Advisor Award (announced and presented at the 16<sup>th</sup> Award Ceremony)**

Althea Counts  
Brittain Goff

**The Russell Award for Research in Humanities and Social Sciences**

Holly Crocker

**The Russell Award for Research in Science Mathematics and Engineering**

Jochen Lauterbach

**The Educational Foundation Award for Research in Health Sciences**

Jamie Lee

**The Education Foundation Award for Research in Humanities and Social Sciences**

Christine Caldwell-Ames

**The Educational Foundation Award for Research in Science Mathematics and Engineering**

Donna Chen

**The Educational Foundation Award for Research in Professional Schools**

Sherri Thatcher

**The Chris Pylar Excellence in Service Award**

Sarah Miller

**The Educational Foundation Award for Outstanding Faculty Service**

Ed Madden

**The Carolina Trustee Professorship**

Venkat Lakshmi

James Cox

**The John J. Duffy Excellence in Teaching Award for 2015**

Kajal Ghoshroy

**The Clinical Practice Teaching Award**

Selina McKinney

**The Michael J. Mungo Undergraduate Teaching Award**

Beth Krizek

Linda Shimizu

Joshua Tarbutton

Leah McClimans

**The Michael J. Mungo Graduate Teaching Award**

Rekha Patel

**The Michael J. Mungo Distinguished Professor of the Year Award**

Maria Giradi

**5. Report of Vice President for Facilities and Transportation.**

VICE PRESIDENT FOR FACILITIES AND TRANSPORTATION- DERICK HUGGINS stated that he was impressed that while working with the Faculty Welfare Committee, the Provost Office, and the Faculty Senate over the last 6 months, the major concern was making sure that the lower salaried employees don't get hit too hard on the parking charges. That was amazing to him that that's the kind of team that they have here at Carolina.

The reason for the change in parking fees is that Huggins can no longer put money from other pots to fill pot holes, to do some call boxes, and some safety measures. When he pulls from a garage's pot of money he is being fiscally responsible because it affects his ability to maintain the garage. Parking funds can't be pulled from A money. It has to be self-supportive so they have to charge. The plan is to charge a fee of \$12 to \$20 dollars per month to provide about a million dollars a year of better lighting, resurfacing, and call boxes. They are at the point where they can no longer push that off. The plan will begin rolling out in the next couple of days. So by this week faculty will see not only where the lots are, the timelines of the lots, but also information about the cost and what it will cost per permit.

UNIDENTIFIED SPEAKER asked if Huggins and the President and the Provost going to pay as well a month?

HUGGINS stated that the Provost pays \$110 a month and he pays \$70 a month.

PROFESSOR DENISE MCGILL (Journalism) commented that there is a need for improved sidewalks because it can be difficult to walk from the outer lots, near the Coliseum for example,

to the center of campus, especially when navigating past construction and congested areas. She asked Huggins to comment on moped and motorcycle parking – whether there is enough and what the situation is on that.

VP HUGGINS stated that last summer they installed over 160 new scooter and motorcycle parking, but they need to do a better job communicating where those spots are so now. They have someone that's going to help them be more timely with their communication and be able to get information out, and they're hoping their list serve will be up where employees can send questions like that and get a return answer in a timely manner.

UNIDENTIFIED SPEAKER – Question (inaudible)

Huggins replied that there will be a plan to paint handicap parking spaces starting after commencement so faculty will see a lot of painting especially in the campus core.

PROFESSOR TANVIR FAROUK (Mechanical Engineering) asked if paying for parking insures faculty a spot in parking. Currently if someone has a Z parking status then they have to shop around and find where an available parking is, and at times it takes half an hour to find a spot.

VP HUGGINS replied that one of the things that makes parking frustrating is when even though it's free there is a cost of free parking. That 30 minutes spent driving around searching for a parking space could be well used in other areas, so yes you have a guaranteed spot. Now this is a new initiative but you will know where you are parking every day and what lot you'll be parking in every day.

PRESIDENT PASTIDES commented not necessarily the spot but the lot.

VP HUGGINS replied not necessarily the spot but the lot, not a reserved spot but a guaranteed spot.

PROFESSOR ELIZABETH WEST (South Caroliniana Library) asked what the parking options will be for employees assigned to a lot that is closed for a special event.

VP HUGGINS replied that when special events are scheduled, parking spaces will be carved out in hourly parking spots in the garages for. They will do a much better job as far as letting individuals know ahead of time when they will be inconvenienced.

PROFESSOR MARCO VALTORTA (Engineering and Computing) asked if the H stickers will remain.

VP HUGGINS stated that they have to address the H concept because they don't have any idea where the H's are parking. They are working on a new concept called a Plus Plan for H's so those permit holders will know which lot they'll be in and then there will be some more amenities for them with that Plus permit.

PRESIDENT PASTIDES thanked Huggins for communicating that information in person instead of just informing employees via email. The campus is not nearly the sustainable transportation campus that the administration hopes it will be.

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

### **Social Compact Committee**

PROFESSOR SANDRA KELLY (Psychology) stated it was her privilege and honor to be asked to chair this committee that was put together to address issues of alcohol and drugs, campus sexual assault, harassment and discrimination, hazing. All of those are big issues all by themselves and when put all together, it results in a very large committee. The committee was made up of a great group of faculty, staff, and students. The committee was divided up into four subcommittees: Alcohol and Drugs was co-chaired by Rhonda Dinovo and Anna Edwards; Campus Sexual Assault was co-chaired by Stephanie Mitchem and Suzanne Swan.; Harassment and Discrimination was co-chaired by Todd Shaw and Shay Malone; Hazing was co-chaired by Augie Grant and Jerry Hilbish.

The sub-committee co-chairs and members really did the bulk of the work. Dr. Kelly's job was simply to facilitate the committee. The committee were charged with two tasks. The first was to develop informational papers on the four issues that notify students, particularly freshmen, of their responsibilities both individually as well as shared. The informational papers needed to include the legal ramifications and cultural expectations that the committee hopes would exist at USC. The second task was to develop recommendations with respect to dissemination to students, parents, alumni, faculty, staff and compliance.

The committee met as a huge group in October. The sub-committees met repeatedly in smaller groups throughout November, December, and January. The full committee met twice again as a full group. The final report was submitted to President Pastides just a few weeks ago.

There were some recommendations that were common across all sub-committees. The first recommendation is that the many different initiatives across campus that address alcohol and drugs, campus sexual assault, hazing, and harassment and discrimination must be brought together under one organizational units because of the relatedness of the different issues. This re-organization will result in increased efficiency and impact. The second recommendation was that initiatives must target staff, faculty, parents and alumni in addition to students in order to have maximum impact and change the culture at USC. Other recommendations included making sure that educational efforts were developed with input from the targeted audience, targeting students across all four years of college in a developmentally appropriate manner, targeting student and faculty leaders, administrators and high-visibility alumni for both education and use in educational campaigns, and evaluation of all efforts with the intent to alter approaches that are

ineffective. There were a number of specific recommendations from the different sub-committees.

The committee as a whole was absolutely unanimous in the thought that simply giving informational flyers to freshman will not cause culture change. This is a first step. The committee developed the content of the flyers. The content was developed by the subcommittees but four journalism students under the mentorship of Jeffery Ranta did the design work. Each flyer has a “Know your resources” section with links and phone numbers to call to get information and/or help.

PRESIDENT PASTIDES thanked Professor Kelly.

### **Faculty Advisory Committee**

PROFESSOR EVA MONSMA(Education) brought forward proposed changes to the Faculty Manual, which are listed on the Faculty Senate website. The deadline for tenure decisions concerning probationary period was pushed back from the 16<sup>th</sup> to the 15<sup>th</sup>. There were 3 documents that were behind that. One was that at the Board of Trustees meeting, it was asked should it be after that date, the tenure clock would start in January, because the Board of Trustees meets in the summer and if they recommend promotion then the date for that process wouldn't happen until the fall. So the committee needed to move that back to January. For the Palmetto College Faculty Manual they included a tenure clock start date in the description of what the files will include, including the hiring date, the tenure start date, the rank, and then the date for tenure consideration. And then there was another one that had a clarification of the 16<sup>th</sup> of August rather than the 15<sup>th</sup> so that's summary of the first one.

The change was approved.

PROFESSOR MONSMA brought forward a second series of changes to the Faculty Manual. The rationale for the proposed revisions include the idea that faculty members filling midterm vacancies on faculty committees are currently prohibited from continued service on the same committee through either election or appointment. The change would allow faculty to fill an unexpired term to follow that service with a full term on a committee.

The second was that there's conflicting language concerning the calculation of 9 months for the terms of employment for 9-month appointments. The change replaces the end of 9-month term of appointment from spring commencement to May 15<sup>th</sup> so it's pretty straight forward.

The third change is to add Faculty Senate Information Technology Committee verbiage to the Faculty Manual and representation to the Faculty Advisory Committee. It would expand the committee by two.

The fourth change conforms the summer employment language to state law. It specifies that Faculty members may teach during summer May to August, subject to the teaching load as defined and any further limitations determined by the Chief Academic Officer.

PROFESSOR VALTORTA (Computer Science and Engineering) stated that the current faculty manual gives a minimum amount that a faculty member will be paid for teaching courses in the summer, but it has disappeared from the proposed revision.

PROFESSOR MONSMA replied that the committee did a review of all responding Deans to their request to provide their summer salary policies and they reviewed those thoroughly. There was quite a broad range in ideas behind why that all exists because of the differences across campus. The change was made to be more reflective of what was actually going on at the university.

VICE PROVOST LACY FORD added that this is really a fairly complicated matter. The previous policy as stated in Faculty Manual was outdated because it defined summer as two summer terms and it said that teaching in summer was dependent on state funding. USC no longer has two summer terms. There is a summer semester and many different components of that, and if USC counted on state funding to teach in the summer there wouldn't be much summer teaching. So it was no longer enforced and the Office of the Provost had sent out a memo for two years essentially saying that the college function should develop the policies which will be regulated by the Chief Academic Officer. FEBA, the state regulatory body which regulates pay, has told USC that it cannot have faculty teaching in the summer for less than their daily rate unless they sign and give permission to hire them for less than that before the term starts. So there is a minimum that it's defined by a faculty member's daily rate unless he or she waives that right and that was not done away with by moving specific percentages. The thinking is that if the language in the Faculty Manual is too specific, it has to be revised all the time.

UNIDENTIFIED PROFESSOR stated that in the original language there was 15% of the 9-month salary as a minimum, and it's his understanding that the university is planning to go to a centralized summer teaching in which everything will be centralized, university liable and the tuition money will go back to the university other than going back to the single units as it has happened so far. So since the university is doing this, wouldn't it be appropriate to specify more specifically what the pay will be for the faculty?

PROVOST GABEL responded that there are no formal plans to do anything like that for the summer. They are considering the entire budget model over a multi-year period that may include spreading the revenue share on a 12-month cycle rather than having the fall and spring revenue go centrally and summer revenue go to the units. But that is nebulous at best as they consider a multitude of budget models, so they are keeping the language as generic as possible so that when the budget model is changed they wouldn't have to change the entire faculty manual.

Unknown Speaker stated that it may be better to make the change in the faculty manual specifically when they know the way they are going to go.

PROVOST GABLE responded that the change that being made to the faculty manual has to be done now in order to be in compliant with SACS and state law. If there were any summer funding changes under a new budget model, which she reiterated does not exist yet not even in concept, and it affected the faculty manual then they would do the shared governance process and update accordingly. But there's nothing in these changes that have to do with budgeting, they have to do with compliance with rules that already exist.

PROFESSOR VALTORTA stated that he is really glad to see the IT committee going forward. This body of the general faculty voted on this already 2 years ago and he understands that changes have to be made for various reasons. He pointed out in point 3 in the list of specific charges to the committee the end, reading the 3<sup>rd</sup> line from the end point 3 a comma it says, "to ensure the faculty have a meaningful role in future development of IT at the University of South Carolina by comma maintaining and publishing a list of all standing committees related to IT." His impression is that there was a longer list there but it was cut and the comma wasn't taken out maybe that comma should be taken out.

PROFESSOR AUGIE GRANT (Faculty Senate Chair) stated that it would be appropriate to propose that as an amendment, the issue with the comma.

MARCO VALTORTA proposed that amendment to delete the comma in point 3.

EVA MONSMA responded that the friendly amendment is included in the motion.

The changes were approved as amended.

### **7. Old Business/New Business.**

There was no old or new business.

### **8. Good of the Order.**

There was nothing for the good of the order.

### **9. Adjournment.**

A motion to adjourn was seconded and passed. The next meeting of the General Faculty will be held on Wednesday, August 31, 2016, 2:00 p.m. in the Law School Auditorium.