

GENERAL FACULTY MEETING
September 5, 2012

1. Call to Order.

PRESIDENT HARRIS PASTIDES greeted his colleagues and guests and called the meeting to order. The President observed that this is likely the largest class of new faculty recruited at any one time in the history of our university, and noted that we are truly honored to have our new faculty as a part of USC.

President Pastides introduced his wife, Ms. Patricia Moore Pastides, who coordinated the menu for the reception to follow today's meeting.

2. Approval of Minutes.

PRESIDENT PASTIDES asked for corrections to the minutes of the General Faculty meeting of April 24, 2012. There were none and the minutes were approved as written.

3. Report of the President.

PRESIDENT PASTIDES opened his report with a funding update. He noted that by now we know that the South Carolina General Assembly will not be restoring funding for the University to previous levels (approximately \$230 million in 2008, for example). We now receive approximately \$100 million and the lost funding is not coming back, even if tax revenues increase, unless we put forward good, specific, targeted proposals for programming initiatives. The President observed that this approach is not specific to South Carolina but has become the model for funding higher education in the United States.

There will be a summit on higher education on the 10th of October in Columbia, hosted by the University of South Carolina. The Governor will be present, along with other members of government and representatives of every public college and university in the state. The institutions want to talk about better funding so they can remain affordable. The government is likely to want to talk about fiscal prudence so that we will be more affordable. Our University is extraordinarily sensitive to not pricing ourselves out of what a South Carolina or an out-of-state family can afford, and this is at a critical stage. Even so, the President reported that the University's finances are good this year. We are not only paying our bills we are paying our debt on the money that has been borrowed. We are not compromising in the quality of what we do. President Pastides recognized the issues facing our faculty regarding the condition of some classrooms and the lack of science laboratories. He noted that the quality of experience cannot be maintained indefinitely without a return to reasonable funding, but we also cannot increase tuition to the point where it is beyond the reach of middle- and working-class families.

Our University is introducing innovations to remain accessible and affordable. We have grown a great deal, which is why we are replenishing our faculty ranks. We cannot increase our student body size any further without taking care of our faculty and our infrastructure. We are looking at the way we educate students to keep a Carolina education affordable to them. Some of the

options we're considering involve flexible scheduling to facilitate internships, enhanced summer programs, and helping students make the best use of advance placement credits to graduate on a schedule that advances their life goals. The Provost and the deans are already talking about this initiative, which bears the working title "Graduating on Your Time."

We will, of course, will always look at ways of facilitating students' advancement and progression. We know as professors that the freshman year is the most tenuous. If we can get a student returning for the sophomore year, we have got them almost all the way toward graduating and almost all the way toward graduating on time. President Pastides observed that we have here at USC what may be the best freshman retention program in the United States. It starts with a great summer orientation. It progresses through the freshman year reading experience where every freshman at the university and many faculty and staff read the same book. The program continues with University 101, a navigational course, which, although not required is strongly encouraged and taken by approximately 85% of our entering freshmen. University 101 teaches students how to make the most of their university experience, but also communicates to them about healthful behaviors, about protecting themselves, and building a sense of community in which students look out for each other.

President Pastides is particularly proud of our Gamecock Guarantee program, a financial aid package for first-generation college students whose family income is 150% of the United States poverty level. For a family of 4, 150% equates to a taxable income of \$33,000.00 for the family. If a student is admitted to the University of South Carolina and that is their family's taxable income, we will provide a free ride to that student including technology fees. If we had more scholarship support, we could take the program further. Our Athletics Department currently provides over one million dollars yearly to scholarship programs, including the Gamecock Guarantee program. The President noted that USC is one of the fewer than 50 American universities that do not subsidize their athletics departments. Instead, our Athletics Department provides money to the academic side of the house. As Athletics revenues continue to increase, we will see if Athletics will be able to do more for scholarships.

On September 19th, President Pastides will be delivering the State of University address on the Horseshoe at 10 a.m. He invited everyone in the Carolina family to attend, or to watch the proceedings on the USC channel.

Also in terms of looking forward, the University is very sensitive to the issue of faculty and staff salaries and benefits. Our Administration will continue to advocate for more meaningful raises, those that we hope the state might provide and those that we might do otherwise here at the University.

On November 16th we will be celebrating the renaming of the Center for Graduate Science. That building will now be known as the John M. Palms Center for Graduate Science Research.

The President closed his report with a welcome to faculty watching remotely at the other seven campuses that comprise the University of South Carolina system.

4. Report of Provost.

PROVOST MICHAEL AMIRIDIS greeted his colleagues across the University system. He noted that when he came into the Provost's Office in the fall of 2009, increasing the size of the faculty was his top priority. The difficult financial climate, particularly that of the fall of 2009 and the spring of 2010, delayed faculty hiring. Increasing the size of the faculty became even more important with the critical decision that we made in the fall of 2010 to increase the size of the freshman class. The Provost noted that our faculty members who have been here for years were asked to do more with less over the last 3 years, and the good news is that help is here!

Provost Amiridis recognized the strong support of President Pastides for the faculty hiring initiative, and the support of the University's Board of Trustees. He noted that our goal is to get our faculty numbers up to 1,250; which he expects will happen over the next three years. To give some perspective, the Provost offered the following statistics: over the last decade, our number of the tenure/tenure track faculty members has ranged between 990 and 1,010. An increase to 1,250 represents an increase of 25% of the tenure/tenure track faculty size. This increase in faculty colleagues will be transformational for our institution.

Provost Amiridis then asked the Deans to introduce their new faculty. The following list is a summary:

College of Arts and Science: 28 new tenure/tenure track faculty, 5 full-time instructors, and 3 visiting faculty members

Moore School of Business: 8 tenure track faculty and 3 full-time teaching lecturers.

College of Education: 20 new faculty members

College of Engineering and Computing: 8 new faculty members

College of Hospitality, Retail, and Sport Management: 6 new faculty members

School of Law: 4 new faculty members

University Libraries: 8 new tenure track faculty members

College of Mass Communications and Information Studies: 5 new faculty members

School of Medicine: 24 new faculty members

School of Medicine/Greenville: 13 new faculty members

School of Music: 4 new tenure track faculty members

College of Nursing: have new faculty but unable to attend today's meeting due to teaching schedules

Collage of Pharmacy: 2 new faculty members

Arnold School of Public Health: 21 new faculty members

College of Social Work: 5 new faculty members

Regional Campuses University: 8 new faculty members: 6 at Lancaster campus, 1 at Salkehatchie campus and 1 at Union campus.

Provost Amiridis and President Pastides welcomed all new faculty to the University.

5. Reports of Committees.

PROFESSOR JIM KNAPP (Earth and Ocean Sciences) delivered a report on behalf of the Faculty Advisory Committee, and also as Chair-Elect of the Faculty Senate. He opened his report with a welcome to new faculty members.

Professor Knapp presented two proposed changes to the Faculty Manual, and referred faculty members to the content on the General Faculty's Blackboard site, and projected the text on the screen for the faculty's convenience.

The first proposed change was a clarification of the order in which the regional campuses are represented on the Faculty-Board of Trustees Liaison Committee. The committee proposed simply inserting the text here "in alphabetical order" and "Aiken, Beaufort, and Upstate" would be sequentially represented on this important committee that interfaces with the Board of Trustees.

The change was approved.

The second order of business was a proposed change to the Faculty Manual concerning provisions for secondary unit procedures for tenure and promotion. Professor Knapp presented a brief summary of those provisions: it is a provision to provide a mechanism whereby there will be University-level oversight for the establishment of secondary unit procedures and criteria for tenure and promotion. The proposal had been before the faculty for the last several months. Its purpose is to bring the Faculty Manual into conformance in this area with the procedures for approval of unit tenure and promotion criteria.

In response to questions from the floor, Professor Knapp made the following points:

While secondary units have procedures which can be used as a perspective filter for tenure and promotion decisions, the criteria reside with the tenured unit.

Secondary units have no vote in the tenure and promotion decisions by a primary unit.

Unit criteria should reflect the secondary unit procedures to accommodate the secondary unit to the extent possible.

The change was approved.

6. Old Business

There was no old business.

7. New Business.

There was no new business.

8. Good of the Order.

DIRECTOR DAVID AURICH (Academic Integrity) introduced himself and provided an overview of the Office of Academic Integrity.

Dr. Aurich reported that, according to current data, almost 90% of college students have been involved in cheating. This figure includes students who have observed cheating, and have not cheated themselves but have allowed someone else to cheat off of them. In general, about half of our students have engaged directly in cheating. Dr. Aurich noted that plagiarism is what his office sees the most of.

The Office of Academic Integrity is located in the Byrnes Building across from the Horseshoe. The office has a goal of decreasing turnaround time from incident report to resolution. Dr. Aurich will send out an email blast to deans and department chairs detailing the services and procedures of the office. He left cards for interested parties and invited conversation at the reception.

9. Announcements.

PROFESSOR EVA MONSMA (Education-Physical Education and Athletic Training) welcomed all new faculty on behalf of the Women's Health Research Forum Steering Committee, and invited them to participate in the Women's Health Research Forum this year. The Forum is a opportunity to develop research collaborations and present research. It is a fairly informal, relaxed environment. The Forum is accepting abstracts through October 1 and the forum will be on November 2.

10. Adjournment.

A motion to adjourn was seconded and passed. The faculty adjourned to the reception. The next meeting of the General Faculty will be held on Tuesday, April 30, 2013, at 2:00 p.m. in the Law School Auditorium.