

# **GENERAL FACULTY MEETING**

**April 26, 2011**

## **1. Call to Order**

PRESIDENT HARRIS PASTIDES called the meeting to order, and welcomed Senators, faculty and staff colleagues, and University Officers.

## **2. Corrections and Approval of Minutes**

PRESIDENT PASTIDES called for corrections to the minutes of the General Faculty meeting of September 1, 2010. There were none and the minutes were approved as corrected.

## **3. Report of the President**

PRESIDENT HARRIS PASTIDES greeted his University colleagues and reported that he was delighted at the prospect of shaking the hands of approximately 6,000 graduates over the course of 13 official commencement ceremonies. The first USC commencement ceremony is scheduled for April 29 in Beaufort, and the last is the afternoon of May 7 in Columbia.

President Pastides reported that the University's SACS reaffirmation visit went exceedingly well – extraordinarily well considering the scope of the review. The reaffirmation visit took place on March 28, 29, and 30. The SACS team was extremely impressed with our attention to the accreditation standards and also with our Quality Enhancement Plan, USC Connect – Integrating Learning Within and Beyond the Classroom. President Pastides thanked Dr. Christine Curtis, Dr. Helen Doerpinhaus, Dr. Phil Moore, and all of the faculty and staff of the University for their contributions to the SACS review. He thanked the USC faculty and staff for their commitment of time and attention and for their assistance in preparing for this reaffirmation process.

The President expressed his gratification that in this time of extreme economic turmoil our University has continued to receive the endorsement of numerous outside organizations, as well as from students and our prospective students. For the first time, we were ranked in the Princeton Review's Top 50 Best Value Public Colleges in the United States and the only institution in South Carolina to be noted that way. We were cited by Princeton Review for having affordable tuition, for awarding more than 1,000 need-based and merit-based scholarships to entering freshmen, for having respected academic programs, and for having faculty who are leaders in their fields and for fostering a vibrant student life and a college town atmosphere. The Princeton Review also singled out the South Carolina Honors College for offering "select undergraduates a small, liberal arts college experience on USC's campus" and for personalized attention from professors.

USC was also included in Kiplinger's listing of institutions delivering the "best BA for the buck" and for being one of America's best values in public higher education. Kiplinger's noted our SAT and ACT scores, admission and retention rates, student/faculty ratios, 4 and 6-year graduation rates, tuition costs, student debt and the amount of need-based aid.

The National Research Council listed 25 nationally ranked programs at our University, with 12 in the top 50 of their fields. The NRC did its last report in 1995. At that time we had only 16 nationally ranked programs with only 3 in the top 50.

The Carnegie Foundation lists our University as the only one in South Carolina in their very high research category. There are 51 public and private universities who are in the top rank of research and among "outreach-engaged" universities, and USC is included in that list.

President Pastides observed that our University's students and prospective students like what they are hearing about USC. Our student applications to the freshman class are at a record high. We have a 15% increase in in-state applications and a 21% increase in out-of-state applicants. These increases indicate that our reputation is improving, not only for the work done by our faculty, but more broadly in terms of the quality of the undergraduate experience – the Wellness Center, the University Libraries, the literally dozens of extracurricular opportunities and student organizations. We are having a bumper crop of visitors from the Northeast and the Midwest, and have placed student recruiters in Texas, Connecticut, New York, Washington, California, and Chicago. We are encouraging prospective students to "just come visit," and the percentage of those who do visit and eventually come to USC is quite high.

The University is not aiming for a freshman class in Columbia that is any larger than last year's. President Pastides would love to have a class of approximately that size again, with even better academic credentials and with more diversity. This is accomplished by having a stellar admissions staff and marketing plan, and by offering financial aid for the students who deserve an opportunity to study here. The President notes that at USC, we derive one million dollars of new money each year from the Athletics Department, and we use that money to provide need-based financial aid to students.

President Pastides observed that we are in the season where the units of the University prepare their budgets. The Administration Team is working with deans and other unit heads who have been submitting their blueprints for excellence. While there will not be enough money next year to do all the things we'd like to do at USC, our Administration will be focusing on faculty and staff salaries. Increases are long overdue and we simply cannot sustain the quality of work or the amount of work that is being done by our faculty, staff without being attentive to funding the financial needs of our personnel. The Administration Team does not have a specific plan at the present time, but when it begins deliberations regarding a tuition increase, it will be factoring in an amount for faculty and staff raises.

President Pastides expressed disappointment in a recent article in The Daily Gamecock. The article reported on, allegedly, very high salaries of University administrators. The President noted that the reporter did not understand or did not report accurately the nature of administrative supplements given to faculty when they take on administrative responsibility. The State of South Carolina does not allow cuts to a professor's salary once the base salary has been finalized in the system. The University's system of administrative supplements is structured in a way that awards supplemental compensation when a faculty member becomes an administrator, but the supplement does not continue in perpetuity. These supplements are not bonuses or raises to the faculty member's base salary. When the faculty member steps out of the administrative role, the supplement ceases. This system operates in this way for associate provosts, deans, vice-presidents, and for the President. President Pastides noted that the salaries of two-thirds of USC's senior administrators are actually below the market rate for their counterparts at peer institutions.

President Pastides noted with sorrow the passing of Andrew Sorensen, USC's 27<sup>th</sup> President. President Pastides counted President Sorensen not only as a highly respected colleague but as a very close personal friend.

President Pastides congratulated the faculty on another great academic year and encouraged them to take a much-deserved break during the summer to relax, spend time with loved ones, and return refreshed for the coming academic year.

PROVOST MICHAEL AMIRIDIS greeted his faculty colleagues and joined in the President's tribute to Dr. Andrew Sorensen.

The Provost echoed the sentiments expressed by the President regarding the accomplishments of the faculty during this academic year. He highlighted the quality of instruction in our undergraduate education programs, the SACS reaffirmation report, our innovative Quality Enhancement Plan, and the new Carolina Core that begins in the fall of 2012. Regarding the Carolina Core, Provost Amiridis reported on two recent faculty forums, noting that over 100 faculty members attended presentations focusing on course proposals. Some of these presentations have been posted to the Provost's Office website under the General Education link. The Provost encouraged faculty members to visit the site, review the presentations, and make comments. Special teams made up of discipline experts, as well as representatives from other departments, colleges and campuses, are all working together to develop guidelines and procedures to expedite the course review and approval process. The General Education Committee is setting deadlines for course approvals to meet the fall 2012 target date to launch the new Carolina Core.

Provost Amiridis noted that, in spite of the radical changes to our funding model over the last few years, the University of South Carolina has maintained its strong focus on the public mission

of the institution. We are satisfying our customers and we are continuing our public outreach in a manner befitting a flagship university of our state.

The Provost emphasized the points made by President Pastides that the University in the coming year is committed to replenishment of the faculty ranks and the support of the existing faculty. As the result of the recent faculty-replenishment initiative, forty-one positions have been allocated across the Columbia campus. The Provost considers this initiative as Phase I, as many more positions are needed to build up the faculty size to where it needs to be. Regarding support of existing faculty, Provost Amiridis has been in discussions with Faculty Senate Chair Patrick Nolan and others about systematic ways in which faculty salaries can be brought up to a more competitive level.

Provost Amiridis reported on the security breach at the Sumter campus that resulted in the exposure of sensitive data of employees throughout the University system. The Provost explained that the data was downloaded from HR by the Sumter campus as part of a comparative analysis. The download and use was approved by University administration according to established policy, but the data was to be deleted after the analysis. Due to human error, the data was stored and exposed instead of deleted. The employee who exposed the data is no longer with USC Sumter. The exposure was discovered on January 25 and two hours later, the server and all the data were taken offline. The University began the response process on January 26. It set up a response center to respond to employee inquiries and, on February 10, sent a letter to all affected employees advising them of the exposure of their data. This first batch of letters numbered 13,800, and went to students, faculty, staff, and certain donors affiliated with USC Sumter. On February 26, another exposed file was discovered, and another 17,800 letters were mailed on February 28 to employees throughout the University system. University Technology Services forensic analysis continued through March; this analysis confirmed that no other files were exposed and the case has been closed. There is no evidence that the data was downloaded while exposed, and no criminal activity has been discovered using the data that was exposed. However, USC had the responsibility of notifying the individuals that the exposure took place. The University's CIO, Bill Hogue, will address the next Faculty Senate meeting to talk about this incident, as well as general technology issues.

PROFESSOR DRUCILLA BARKER (Women's and Gender Studies) noted that she was disturbed by the necessity for entering one's Social Security number when approving ITAMS records. She encouraged University administrators to find an access path that did not involve sharing sensitive information.

VICE PRESIDENT CHRIS BYRD (Human Resources) explained that the One Carolina project will replace existing systems and will eliminate the use of the Social Security number as an access point to University systems. The HR portion of One Carolina is scheduled to go live in 2013. In the interim, the University is promoting the use of the VIP ID as a replacement for

Social Security numbers, but Vice President Byrd acknowledged that the VIP ID is not currently functional to access all of the University's applications that are in process today.

PROVOST AMIRIDIS noted that, due to the much larger numbers of students than faculty at the University, the use of student Socials is being phased out this year, and faculty will be in the next wave.

Provost Amiridis invited Senators, faculty, and staff to attend the Faculty Awards ceremony scheduled for Wednesday, April 27, at 3:00 p.m. in the Program Room of the Hollings Library. He congratulated the winners for their outstanding achievements. This year's faculty award winners are:

**Outstanding Undergraduate Research Mentor Award**

Melissa Moss  
College of Engineering and Computing  
Department of Chemical Engineering

Edward Callen  
USC Aiken  
Department of Psychology

**Ada B. Thomas Outstanding Faculty Advisor**

Thomas J. Hilbish  
College of Arts and Sciences  
Department of Biological Sciences

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

Elena Osokina  
College of Arts and Sciences  
Department of History

**Russell Research Award for Science, Mathematics and Engineering**

Ralph E. White  
College of Engineering and Computing  
Department of Chemical Engineering

**USC Educational Foundation Research Award for Health Sciences**

Lawrence P. Reagan  
School of Medicine  
Department of Pharmacology, Physiology and Neuroscience

**USC Educational Foundation Award for Humanities and Social Sciences**

Robert Brinkmeyer  
College of Arts and Sciences  
Department of English

**USC Educational Foundation Award for Science, Mathematics and Engineering**

James T. Morris  
College of Arts and Sciences  
Department of Biological Sciences

**USC Educational Foundation Outstanding Service Award**

Elizabeth G. Patterson  
School of Law

**Carolina Trustee Professorships**

Ann E. Kingsolver  
College of Arts and Sciences  
Department of Anthropology

Roger A. Dougal  
College of Engineering and Computing  
Department of Electrical Engineering

**John J. Duffy Excellence in Teaching Award (2010)**

Pearl Fernandes  
USC Sumter  
Division of Science, Mathematics and Engineering

**John J. Duffy Excellence in Teaching Award (2009)**

Sarah Miller  
USC Salkehatchie  
Division of Social Sciences

**Clinical Practice Teaching Award**

Elizabeth Blake  
South Carolina College of Pharmacy  
Department of Clinical Pharmacy and Outcomes Sciences

Rachel Brown  
School of Medicine  
Department of Family and Preventive Medicine

**Michael J. Mungo Undergraduate Teaching Award**

Catherine Keyser  
College of Arts and Sciences  
Department of English

Erin Connolly  
College of Arts and Sciences  
Department of Biological Sciences

Sara Schneckloth  
College of Arts and Sciences  
Department of Art

Thomas Crawford  
College of Arts and Sciences  
Department of Physics and Astronomy

**Michael J. Mungo Graduate Teaching Award**

Mark Smith  
College of Arts and Sciences  
Department of History

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

James Cutsinger  
College of Arts and Sciences  
Department of Religion

**4. Reports of Committees**

PRESIDENT PASTIDES reported that the revisions for the USC Columbia Faculty Manual will be voted on at a later date, and not at the day's meeting.

**5. Old Business**

CHAIR NOLAN explained that the reason that the Columbia Faculty Manual was not being voted on that day is the arising of some last-minute changes. The proposed revisions are posted

on the web at [http://www.sc.edu/faculty/manualchange\\_pro.shtml](http://www.sc.edu/faculty/manualchange_pro.shtml). Chair Nolan encouraged the Senators to review the revisions and offer feedback through the comment submission page.

### **9. New Business**

There was no new business.

### **11. Announcements**

The next meeting of the General Faculty will be on Wednesday, September 7, at 2:00 p.m. in the Law School auditorium.

### **12. Adjournment**

A motion to adjourn was seconded and passed.