

GENERAL FACULTY MEETING

September 2, 2009

I. Call to Order.

PRESIDENT HARRIS PASTIDES welcomed the faculty and called the meeting to order.

II. Approval of Minutes.

PRESIDENT PASTIDES called for corrections to the minutes of the general faculty meeting of April 28, 2009. There were no corrections and the minutes were approved as written.

III. REPORT OF THE PRESIDENT

PRESIDENT PASTIDES began his report with a synopsis of the events of the previous year, calling it an unprecedented year, full of quite a few highs and lows. The lows were brought about by the declining budget, but the President noted that the best news of all is the way that the Carolina family came together in these very difficult times. We stood together, we supported each other and, although we are not completely through the turbulence, we are a strong and improving university. Our morale is strong, our alumni are supportive, and our students appear to be content, at least as far as is discernible this early in the year. We are poised not only to persevere, but to advance Carolina in the year ahead.

The President recalled that at last year's Faculty Senate meetings he spoke of the University's ambition to be bigger and better, and notes that we are bigger and better this year. Our freshman class, including approximately 3,930 freshmen and 1,200 transfers, is both the largest and most academically-gifted class in the University's history. We had nearly 18,000 applications for the approximately 4,000 freshmen that came to Carolina this fall.

The President noted that USC hosts Freshmen Send-offs in major metropolitan areas for freshmen who are coming to Carolina. Locations include Charlotte, Atlanta, Dallas, New York, Boston and Philadelphia. President Pastides recently attended a Freshmen Send-off in Philadelphia. The event was scheduled exactly one week before the students would move to Carolina, and was hosted by USC alumnus Kevin Lahn. It was attended by approximately 150 people, including 100 freshmen from the Philadelphia area. The President described Mr. Lahn's extensive collection of Gamecock memorabilia and décor, which included a fog machine in his rec room. Everyone had a wonderful time and the President was exhilarated by the enthusiasm of the students.

Our freshman class this year also includes 322 South Carolina honors students, who have an average SAT of 1410. The average of the entire freshman class is approximately 1194, the highest in our history, and is up 90 points over the last 7 years.

The President delivered another piece of good news: The Princeton Review gave USC its top Green rating, making us one of the top Green universities in the United States. We scored 95 out of 99 possible points based on our policies relative to sustainability, conservation, use of energy, and how well the concept of sustainability is integrated into the curriculum for students.

President Pastides reported on research funding, which was at a record high last year at \$210.3 million, up 2% from the year before. The President noted that this increase came before the stimulus funding began arriving at NIH, NSF, NEH, and other funding agencies, suggesting that not only are we working better and smarter, but we've also hired the right faculty over the past several years.

President Pastides also reported many recognitions and awards bestowed upon USC's artists, musicians and writers.

The President then reported on a number of construction projects that were completed within the last year, including:

- In Spartanburg, the Upstate Health Education and Wellness Complex
- In Columbia, the new Honors Residence Hall, marching band practice facility, USC dance recital hall, and new Carolina Baseball Stadium

President Pastides observed that we had a record year in philanthropy last year, which few might have predicted, given the state of the economy. The University received \$107.5 million dollars, thanks in large part to the 46,469 donors to the Darla Moore School of Business Matching Challenge Grant. Ms. Moore, who previously bestowed approximately \$25 million in the late 1990s, offered the University a second opportunity for a 45 million dollar challenge grant. Thirty million dollars had to be raised privately and an additional \$15 million could be provided through bonding or University funds. The University met the challenge, and the President notes that we learned a lot from the experience, primarily that when you're really fundraising for a legitimate purpose, supporters will rise to the occasion. President Pastides related that not all philanthropy has come in the form of cash, but sometimes in the form of pledges to be fulfilled at a future date, and also in the form of "planned giving," where the University benefits under a donor's will.

The President remarked that he frequently is asked whether the majority of the University's philanthropy is directed toward University athletics, but notes that only about 20% of it is, which is about average for the both Southeastern Conference and for public universities.

Another highlight of the past year involves an agreement between the University and the U.S. Department of Justice whereby the National Advocacy Center operations that are currently housed in the Washington, DC, area will be transferred to Columbia. The University will renovate the current two buildings of the Darla Moore School of Business to accommodate the NAC personnel who will transfer. The long-term leases on the buildings that will be paid by the National Advocacy Center will enable the University to borrow funds to add to monies that have already been raised to build the new Darla Moore School of Business in the Innovista complex. The administration and logistics involved are complicated and will take some time, but the result will be to the great advantage of the Moore School, the faculty, the University, and the Federal government. President Pastides notes that this is one of the first times in a long time that the Federal Government has moved a major operation out of Washington.

The President observed that the past year has also brought challenges. The University system has experienced a loss of \$55.4 million to date, about 25% of our state appropriations, making it one of the largest hits to a public university in the United States. On all system campuses, the budget cuts were allocated based on strategic priorities and initiatives. We tried not to make across-the-board cuts. Cost-saving strategies include reducing travel (by about 23% from the year before, based on the newest data), conserving energy, and cancelling the hiring of adjunct faculty.

Based on information from the Board of Economic Advisors, it is likely that our state appropriations will be reduced by another 4.04% when the Budget and Control Board meets on September 18. This figure will amount to an additional loss of nearly \$7 million. University administration is working with all of the academic and service units in long-range planning for cumulative cuts of 10% or even 12% in the coming year.

The best news of the past fiscal year regards the stimulus funds that will provide almost 30 million dollars in each of two years – this year and the next fiscal year – for the University system. The Columbia campus will receive about \$20 million of these funds. The money must be spent in ways that will not create permanent obligations. Examples of permissible uses of stimulus funds are: adding to our infrastructure, renovations, or buying equipment for teaching or research. Examples of impermissible uses would include building a new building or hiring tenure-track faculty members, as these efforts would generate a need for funds beyond the two-year period of the stimulus disbursement. University administration solicited proposals that would produce transformational effects, and received over 150 systems proposals. Much of the money requested was for facilities maintenance and for infrastructure.

President Pastides observed that during the last year the Carolina Family has learned how to cope with adversity. We cope through dialog, through professionalism, through communication, through transparency, through respect for input and for faculty governance. The President noted that a university president has two constituencies to which he reports: The Board of Trustees and the faculty. A President cannot lead without the support of both, and President Pastides thanked his faculty colleagues for their support and requested ongoing dialog and communication as we head into the new academic year.

President Pastides introduced our new Provost, Dr. Michael Amiridis. He provided an overview of Dr. Amiridis' history with the University and welcomed him to the stage.

IV. Report of the Provost

Dr. Amiridis greeted the Senators and described how he feels to be the Provost of the University: humbled, excited, interested, scared sometimes but, above all, honored to be serving on the University's administrative team. He recognized President Pastides, Dr. Ted Moore, Vice President for Finance and Planning, and Dr. Steve Kresovich, incoming Vice President for Research and Graduate Education.

Provost Amiridis shared some background on his history with the University, beginning in 1994 when he joined USC as an Assistant Professor in the Business School. Since that time, the Provost has been an Associate Professor, a department chair and a dean, and has enjoyed a rich and varied career with the University. Dr. Amiridis noted that he had grown up academically in this institution to be a faculty member of the University of South Carolina, and that this would not change regardless of his administrative capacity.

He considers it the role of the Provost to lead, to serve and to represent the faculty. To that end, he hopes for and encourages an atmosphere of mutual understanding and respect that will lead to trust between the faculty and the Provost. In order to facilitate this aim, he will be visiting every academic unit in the University this fall. The Provost wants to know what the faculty are thinking, what sort of environment and facilities they work in, what their students are thinking, and he is excited at the prospect of learning about the individual units. Provost Amiridis remarked that he hadn't realized how many academic units are contained within the University. The visitations are the Provost's top priority for this fall. He plans on traveling on campus and visiting two days per week, and the project will take him into the spring.

The Provost will gather information on his visits and attempt to resolve issues that he learns about in the various units. He cautioned that, while he knows that he won't be able to resolve all issues in all units, he will look at all of them and will try to resolve what he can. Provost

Amiridis pledged to communicate with the various Deans and Chairs and to follow up after the visits to see how things are going and how any changes have affected the units. He mentioned the information requests that have gone out to the Deans and Chairs to help him prepare for his visits. The information collected will assist him in learning about the units and how to address their needs.

The Provost then added his comments to those of the President regarding the stimulus funding. He notes that when all proposals were in from all campuses, the ratio of requests to available funding is about 7 or 8 to one, making the selection process very interesting and time-intensive. The University's administration hopes to finalize the selection process in the next few weeks, although no implementation is possible until the funding actually arrives.

The Provost discussed an initiative to support faculty development in the arts and humanities that will be rolled out in the next two to three weeks. Provost Amiridis is meeting with some of the deans of the relevant colleges to discuss details and organization of the program before sending out a call for proposals from faculty members in these areas.

The Provost then discussed his office's initiative to support faculty involvement in doctoral education, noting that one of the things of which he is most proud is the number of doctoral students whom he has mentored and assisted in their achievements. The initiative will send funding (approximately \$1,500) per doctoral student graduated to the graduating unit to support doctoral education within that unit. Unit chairs will work with faculty who advise a unit's doctoral graduates to determine the most effective use of the funding.

A third initiative aims at strengthening the integration and effectiveness of the University's academic programs throughout the system. Coordination and cooperation between the main and regional campuses will increase the academic effectiveness of the entire system. The Provost will initiate dialog with his counterparts at the other senior campuses to see how this integration can best be achieved.

Provost Amiridis then reported on the tenure and promotion process for the past year:

2008-2009
Tenure and Promotion Cycle:
The Provost's Report to the Faculty
USC Columbia

“The Provost will report annually to the General Faculty the results of the tenure and promotion process. The report must contain statistics that show the percentage of agreement between the president's, University Committee on Tenure and Promotion's (UCTP), provost's, deans', and chairs' recommendations in tenure and promotion decisions, and the positive and negative votes of the local units taken as a whole.”

Faculty Manual, June 28,2007

Below are the figures as of May 12, 2009 (66 faculty members)

Total decisions (both tenure and promotion in 2008-09): 110

President agreed with UCTP in 107 of 110 decisions (97%)

President agreed with Provost in 108 of 110 decisions (98%)

President agreed with Deans in 104 of 110 decisions (95%)

President agreed with Chairs in 92 of 100 decisions (92%- see note below)

UCTP agreed with Provost 105 of 110 decisions (96%)

UCTP agreed with Deans in 106 of 110 decisions (96%)

UCTP agreed with Chairs in 95 of 100 decisions (95%- see note below)

Provost agreed with Deans in 104 of 110 decisions (95%)

Provost agreed with Chairs in 91 of 100 decisions (91%- see note below)

Deans agreed with Chairs in 87 of 100 decisions (87%- see note below)

Positive local unit votes (both tenure and promotion): 107 of 110 (97%)

Negative local unit votes (both tenure and promotion): 3 of 110 (3%)

Tenure only

UCTP agreed with the Provost in 44 of 47 decisions (94%)

Provost agreed with the Deans in 44 of 47 decisions (94%)

Provost agreed with the Chairs in 41 of 43 decisions (95%- see note below)

Promotion to Associate Professor only

UCTP agreed with the Provost 42 of 42 decisions (100%)

Provost agreed with the Deans in 40 of 42 decisions (95%)

Provost agreed with the Chairs in 37 of 38 decisions (97%- see note below)

Promotion to Professor only

UCTP agreed with the Provost 17 of 20 decisions (85%)

Provost agreed with the Deans 19 of 20 decisions (95%)

Provost agreed with Chairs 12 of 17 decisions (70%- see note below)

Candidate Information

42 of 110 candidates applied for Tenure and Promotion to Associate
40 of 42 candidates were granted Tenure and Promotion to Associate (95%)

3 of 110 candidates applied for Tenure at Associate
3 of 3 candidates were granted Tenure for Associate (100%)

None of the candidates applied for Tenure at Professor

21 of 110 candidates applied for Promotion to Professor
15 of 21 candidates were granted Promotion to Professor (71%)

Submitted by: William T. Moore, Executive Vice President for Academic Affairs and Provost
[Interim] 5/28/2009

NOTE: Some academic units are not departmentalized.

Provost Amiridis then invited the University's Deans to introduce their units' new faculty members.

Dean Mary Ann Fitzpatrick (Arts and Sciences) introduced 24 new faculty members in the College of the Arts and Sciences this year.

Dean Les Sternberg (College of Education) introduced 2 new faculty members in the College of Education.

Interim Dean Harry Ploehn (Engineering and Computer Sciences) introduced 4 new faculty members in the College of Engineering and Computer Sciences.

PROVOST AMIRIDIS introduced Dean Brian Mihalik from HRSM.

Dean Brian Mihalik (Hospitality, Retail and Sport Management) introduced 3 new faculty members in the College of Hospitality, Retail, and Sport Management.

Dr. Carol Pardun (Mass Communications and Information Studies) introduced 3 new faculty members in the College of Mass Communications and Information Studies

Dr. Bob Best (School of Medicine) introduced 16 new faculty members in the School of Medicine.

Dean Tayloe Harding (Music) introduced 3 new faculty members in the School of Music.

Dr. Rita Snyder (Nursing) introduced 2 new faculty members in the College of Nursing.

Dean Randy Rowen (Pharmacy) introduced 3 new faculty members in the South Carolina College of Pharmacy, the USC campus.

Dean Thomas Chandler (Public Health) introduced 5 new faculty members in the Arnold School of Public Health.

Dean Dennis Poole (Social Work) introduced 4 new faculty members in the College of Social Work.

PROVOST AMIRIDIS observed that, while we do not have as many new colleagues this year as in some past years, he is delighted by the quality of this year's new faculty members and he congratulated the colleges, departments, and faculty members who were involved in the recruiting process.

V. Reports of Committees

There were no reports of committees.

VI. Old Business

There was no old business.

VII. New Business

There was no new business.

VIII. Good of the Order

There were no announcements for the good of the order.

IX. Adjournment

A motion to adjourn was seconded and passed, and the President invited the faculty to a reception in the lobby. The next General Faculty meeting will be held on Tuesday, April 27, 2010, at 2:00 p.m. in the Law School Auditorium.