

GENERAL FACULTY MEETING
April 28, 2009

I. Call to Order.

PRESIDENT HARRIS PASTIDES called the meeting to order.

II. Approval of Minutes.

PRESIDENT PASTIDES asked for corrections to the minutes of the September 3rd, 2008. There were none and the minutes were approved as written.

III. Report of the President.

PRESIDENT PASTIDES reflected on his first year as President of the University. He is three-quarters into his first year and noted that it has been a year that he (and we) could not have anticipated.

The President described his strategy for success: commitment to being a good listener, dedication to careful planning, to building consensus wherever and whenever possible, not being afraid to aspire highly, then a commitment to evaluation, and then ongoing communication. While these have not been the easiest of times in which to execute this strategy, President Pastides believes that the University's leadership has employed these principles to good effect. He thanked the faculty for advancing the University's most important goals of teaching, scholarly pursuits, and service to the University community and the citizens of South Carolina. The President noted that many of the faculty have done more than required, and have supported him and the University by giving advice and by rarely complaining. He acknowledged that faculty would have the right to complain, as the State continues to underfund public higher education and the decline in state revenues this year has made the situation even worse.

President Pastides recapped the University's budget situation. This fiscal year, the State has cut the University system's appropriations by some \$49 million, and over \$55 million since last year. This includes the latest mid-year budget cut, which occurred in March, of 2% for fiscal 2009.

The University is waiting for the conclusion of the Senate budget process. Preliminary information indicates that our base appropriation will be held harmless from additional recurring cuts. While we have no guarantees, both the House and the Senate versions of the budget bill hold the University harmless from further new cuts going into the year. Of course, the possibility of future mid-year cuts in the next fiscal year will be influenced by the state sales tax revenues.

The University is also working on initiatives in pursuit of Federal stimulus funding. Thousands of alumni supporters have joined the Carolina Action Network and have been encouraged to contact their home senators in support of the Senate Finance Committee version of the budget bill. President Pastides has been personally engaged in advocacy for the stimulus funds, noting that this funding would make the difference between treading water and moving forward, between

making do and being able to increase our impact. The stimulus money would make the difference between keeping tuition close to current levels or needing to ask even more from our families, and make the difference between educating more or fewer South Carolinians.

The President observed that there likely will be a legal battle in the next few weeks or months regarding our state's receipt of stimulus funding, but assured the faculty that the University is not waiting on the resolution of the issue to begin developing guidelines for the use of stimulus funding. The University is preparing for a system-wide "mini-budget" cycle later this summer for deciding on one-time uses for these special funds.

Focus Carolina, the University's planning initiative, instead of being de-railed by the current budget crisis, has been accelerated. Five faculty-led goal teams for the Columbia campus, comprised of faculty, staff, students and others, have worked hard for months developing proposed initiatives. President Pastides looks forward to working with the faculty, chancellors, and deans to develop these initiatives into system-wide goals to stimulate our teaching and learning, research, scholarship and creative achievement, and so much more.

The President outlined plans for organizational changes that will result in more effective and efficient administration of the University. He is launching immediately an *internal search* for a permanent Provost, with the goal of having a senior academic leader for Columbia in place later this summer.

His reasons for conducting an internal search are as follows: First, the President is confident that within the faculty in Columbia and system-wide, we have a strong pool of very qualified candidates. President Pastides is dedicated to developing a diverse pool of qualified candidates, and encouraged Senators to nominate or speak with colleagues whom they think would help to create such a pool.

Second, President Pastides believes that the changes that are facing our University will be managed best by an individual who has a deep knowledge of, and broad experience with, the University.

The President's third reason is the necessity of relieving Interim Provost Ted Moore of a major part of his administrative duties so that he can return to his other, vital responsibilities. President Pastides recognized Provost Moore and thanked him for his service as Interim Provost. The President noted that with the retirement this summer of Rick Kelly, the University's Chief Financial Officer, Provost Moore will become the Vice President for Finance and Planning. This position, merging two functions into one position, will align our planning and our mission with our resources and will enhance communication and coordination as we plan and budget for the future.

Working with Dr. Moore on the University's administration team will be Dr. Bill Hogue, Vice President for Information Technology; Leslie Brunelli, Associate Vice President for Finance & University Budget Director; Ed Walton, Associate Vice President for Academic Resources, and Helen Zeigler, who will become Associate Vice President for Business Affairs.

President Pastides will be separating facilities, including campus construction and maintenance, as well as campus police, transportation services, and health and safety from the oversight of the

Chief Financial Officer and creating a new office. This office is still to be named, but its title will be something like Facilities & Campus Services. The President plans a national search for a Vice President for this new office, and he is eager to engage faculty with ideas for improvement of our physical facilities – classroom space, laboratories, libraries, offices, parks and other vital physical needs.

President Pastides is confident that this reorganization will enable the University to move forward efficiently and effectively.

The President updated the faculty on the University's search for a Vice President for Advancement. The position oversees the function of development or fundraising, of communications, and the Alumni Association and the search has been ongoing for a while. Three finalists have visited the campus and President Pastides is looking forward to a successful conclusion of the search. He recognized Michelle Dodenhoff, who has been Interim Vice President for Advancement, and thanked her for her excellent work.

Additionally, a highly talented group of finalists will be on campus to interview for the position of Vice President for Research and Graduation Education, and the President offered his sincere thanks to Interim Vice President for Research Rose Booze.

The President noted that Interim Provost Ted Moore would share good news regarding the faculty awards, but recapped USC's recent successes in the annual graduate ranking of *U.S. News & World Report*:

- Our Social Psychology program in the Department of Sociology in the College of Arts and Sciences was ranked 4th.
- Our School Library Media program in the College of Mass Communications and Information Studies was ranked 2nd in the nation.
- The Entire School of Library and Information Studies was ranked 17th in the United States.
- The Moore School's graduate international business program was ranked again 2nd overall and 1st among public institutions.

The President congratulated Dean Bierbauer, Dr. Samantha Hastings, Dean Hildy Teegen and all of their faculty, staff and students.

Other ranked programs included Political Science, History, English and others.

President Pastides then recognized Dr. Robert Best for his outstanding service as Chair of the Faculty Senate. The President noted that, before becoming USC's President, he had known and admired Dr. Best as a faculty member who excelled in research and teaching and who, even then, was a great citizen. President Pastides was delighted to learn that during his first year as President, Dr. Best would chair the Faculty Senate, and he thanked Dr. Best for his wise counsel, unflinching devotion to the University, and his wit and humor throughout the year's challenges.

The President also recognized Dr. Patrick Nolan, Chair-Elect of the Faculty Senate, and looks forward to working with him in the months and years ahead.

President Pastides then invited Interim Provost Ted Moore to the stage to present his report.

IV. Report of Provost.

INTERIM PROVOST TED MOORE noted that his report would focus on the following areas: dean searches; Focus Carolina; recent student achievements; and this year's faculty awards.

We have two ongoing dean searches. We have now completed on-campus interviews for the position of permanent Dean of the College of Hospitality, Retail and Sport Management. The search committee will soon offer its recommendations to the Provost and the President and Provost Moore thanked Dean Charles Bierbauer and the search committee for their good work. He recognized and thanked Dr. Sheryl Kline for her devoted and excellent service in the role of Interim Dean.

The Provost and the President have received the search committee's recommendations for the position of Dean of the Arnold School of Public Health. Provost Moore thanked the search committee, headed by Dr. Russ Pate, and recognized and thanked Dr. Tommy Chandler for his extraordinary service as Interim Dean.

Our five Focus Carolina goal teams on the Columbia campus have been quite productive, and similar teams and activities have been productive on the four sister campuses as well. Under excellent leadership by the respective chairs, as well as superb coordination by Bob Best, the teams are now fine-tuning recommended initiatives that are due May 15th. Two of the teams have already submitted their final initiatives early. Provost Moore noted that these are transformational ideas that are coming from these teams – ideas suggested by the Carolina Family and debated by the faculty, that will help set our course for years to come.

The Provost emphasized that the reorganization plans that the President just announced are a result of Focus Carolina planning. Special focus teams are also examining system campus organization – for example, at which campus should we offer various degree programs? In addition, we are examining the university budget process, the capital planning process, and a host of other important topics.

By the end of the summer the University's administration plans to present preliminary composite initiatives to the Board of Trustees. Provost Moore observed that we have much, much work ahead, but that the faculty has gotten us to this point and we should all be proud and enjoy a few minutes of celebration as to how far we have come.

To begin his report on recent student achievements, the Provost offered the following numbers: 31, 427, 15, 2.5, 27 and 35. He noted that these numbers parameterize a rather compelling story about our students.

This year, 2008-09 has been truly spectacular year for students representing Carolina in national scholarship competitions. To date, University students have won 31 national awards

worth half a million dollars for advanced academic study in very prestigious competitions. We have this year: one Marshall Scholar, one Goldwater Scholar this year, one Knowles Science Teaching Fellow, one James Madison Fellow, four Rotary International Scholars, and six Fulbright Grant Fellows, in addition to several others.

This brings to 427 awards worth more than \$12 million won by University students since the Fellowships Office was established 15 years ago. Previously, USC captured fewer than 3 awards per year and now we average 27 per year, with this year's total at 31. USC is the only South Carolina institution that has had a Marshall Scholar and, with our 2009 award winner, another Marshall Scholar, we are now proud to claim two.

A significant indicator of the faculty's consistent support for and nurturing of our students in these national competitions is that 2009 marks the 17th consecutive year USC students have been awarded Goldwater Scholarships, bringing USC's total number of Goldwater Scholars to 35 over the years.

Provost Moore declared that the faculty volunteers who recruit and coach these winners are our secret weapon. Talk about a Garnet Army!

The Provost also announced a notable achievement of one of USC's Ph.D. graduates. Dr. Janine Davidson graduated from International Studies, in the College of Arts and Sciences in 2005. She is now Assistant Secretary of Defense Davidson in charge of Plans in the Pentagon in the Obama administration.

Provost Moore then announced this year's winners of the faculty teaching awards.

The Outstanding Undergraduate Research Mentor Award went to two recipients: Dr. Joshua Cooper in Mathematics and Dr. Alexander Ogden in Languages, Literature, and Cultures.

The Ada Thomas Outstanding Faculty Advisor Award went to John Grady in Hospitality, Retail and Sport Management.

The Russell Research Award for Humanities and Social Sciences went to Dr. Nicholas Vazsonyl in Languages, Literatures, and Cultures.

The Russell Research Award for Sciences, Mathematics and Engineering went to Professor Hanif Chaudhry in Civil & Environmental Engineering.

The USC Educational Foundation Research Award for Health Sciences went to Dr. Mark Davis in Exercise Science.

The USC Educational Foundation Research Award for Humanities and Social Sciences went to Professor Tom Lekan in History.

The USC Educational Foundation Research Award for Science, Mathematics and Engineering went to Professor Michael Angel in Chemistry & Biochemistry.

The USC Educational Foundation Outstanding Service Award went to Professor Jim Augustine in the School of Medicine and in the USC Ombuds Office.

The Carolina Trustee Professorship in the Humanities, Law, Social Sciences and Business Areas was bestowed upon Professor Andrew Billingsley in African American Studies.

The Carolina Trustee Professorship in the Health, Engineering, Medical, Science and Mathematics Areas went to Professor T.S. Sudarshan in Electrical Engineering.

We had four **Michael Mungo Undergraduate Teaching Awards**:

Professor Elise Blackwell in English
Professor John Lavigne in Chemistry & Biochemistry
Professor David Simmons in Anthropology
Professor Stephen Thompson in Education

The Michael Mungo Graduate Teaching Award, this year's recipient is Katherine Chaddock in Educational Leadership and Policies.

And finally, **The Michael Mungo Distinguished Professor of the Year Award** went to Professor Susan Anderson of Theatre and Dance.

Before closing his report, Provost Moore remembered a former student of the University. The student, a bright and energetic young man from Darlington, attended USC in the late 1930s. At the age of about 20 wrote a creed which he called, *My Future*.

The Provost read a few passages from the student's creed, and offered it as a possible inspiration for today's Carolinian Creed:

“Stay in glowing health
Work hard on each day's lessons – always shoot for an A
Do not waste time or energy on fruitless pursuits
Fear nothing
Keep my mind always clean –allow no evil thoughts to destroy me
Concentrate. Chose the task to be done and do it
Fear not for the future. If I die tomorrow, that's too bad, but I will have done today's work!
Never be discouraged by anything

The student who wrote this creed was named William G. (Bill) Farrow, for whom Farrow Road in Columbia is named. Bill Farrow left his education at USC to become an Army aviator in World War II. Living up to his creed to “Fear nothing”, he answered a call for volunteers for an “extremely dangerous mission” and became one of Doolittle's Raiders, flying a B-25 Bomber. Bill Farrow did not return from World War II, but his creed was discovered and publicized nationally by President Franklin D. Roosevelt. While there is no historical indication that Bill

Farrow's creed inspired today's Carolinian Creed, it embodies values and strength of character that inspire us today. The Carolinian Creed is proposed for inclusion in our *Faculty Manual*, to guide and inspire us all.

PRESIDENT PASTIDES noted that the adage of "Fear Nothing" reminded him of his recent experience parachuting with the USC Gamecocks Skydiving Club. Last November, a group of students presented the President a gift certificate for a skydive with the club. The jump was scheduled for April 18, 2009, and the President agreed, thinking that he had plenty of time to find a reason to avoid the jump. A friend suggested that his insurance company might object, but when the President called to check, he was told to "have a good time." He then thought that the frequently-turbulent weather might cancel the event, but the weather was perfect.

Faculty colleague Professor Patrick Hickey, who has climbed Mount Everest, came along on the jump to offer encouragement. A good dozen Flying Gamecocks accompanied them to Chester, South Carolina, to make the jump. The President observed that the plane was one recognizable from a book of antique flying vessels. As the plane climbed to 14,000, the club members chanted "Game! Cocks!" back and forth, and the President's trepidation grew. He notes, however, that never has he passed from distress to unbridled joy as quickly as when he finally made the tandem jump. He and his dive buddy were about 75 seconds in free fall until their parachute opened. The President described the experience as "phenomenal", and made a friend of his dive buddy, a Clemson student who was considering coming to USC. The President isn't certain if the experience conquered every fear that he has going into the next budget year, but found it thrilling and expressed his appreciation to the Gamecock Skydivers.

V. Reports of Committees.

PROFESSOR TONY GREGG (SCHOOL OF MEDCINE) presented the report of the Faculty Advisory Committee on behalf of the Chair, Dr. Harold Friedman.

Professor Gregg provided a brief introduction of the committee's responsibilities, including those of advising the Provost and keeping the Faculty Manual current. He reported on the formation of three subcommittees: a subcommittee on Research, headed by Frank Bolander in Biology; a subcommittee on Tenure and Promotion, headed by Libba Patterson in the Law School; and a subcommittee on Special Issues headed by Bill Rivers in English.

The proposed changes reflect the Faculty Advisory Committee's wordsmithing together with some of the committee work. There will be additional changes presented as this year goes on and Professor Gregg recommended that faculty members visit the Faculty Manual page of the Faculty Senate's website (<http://www.sc.edu/faculty/manual.shtml>), which lists approved and proposed changes to the Faculty Manual.

Professor Gregg presented the proposed changes to the Faculty Manual (please see attachment, pages 2-12), which were approved.

President Pastides thanked Professor Gregg and all members of the Faculty Advisory Committee, as well as Vice Provost Christine Curtis and the staff of the Provost's Office, for their work on the Faculty Manual.

VI. Old Business.

There was no old business.

VII. New Business.

There was no new business.

VIII. Good of the Order.

Nothing was offered for the good of the order.

IX. Announcements.

PRESIDENT PASTIDES invited his faculty colleagues to attend a reception in the lobby immediate following the General Faculty meeting, and announced that the Faculty Senate would convene in the auditorium at approximately 3:00 p.m.

PROFESSOR TONY GREGG introduced the upcoming Carolina Women's Health Research Forum, a forum for those interested in the health of women and of research related to the health of women throughout the state. This is a research forum that has included faculty from across different disciplines within the university and other universities. That research forum is scheduled for Friday, October 30, 2009 beginning at 11:00 in the morning through 4:30 in the afternoon.

X. Adjournment.

A motion to adjourn was seconded and passed.

