

GENERAL FACULTY MEETING
September 3, 2008

I. and II. Call to Order and Approval of Minutes

President Harris Pastides called the meeting to order and asked for corrections to the minutes of the meeting of April 28, 2008. There were no corrections, and the minutes were approved as written.

III. Report of the President.

President Pastides greeted the faculty and expressed his appreciation for the warm and collegial reception he and Mrs. Pastides have received since the announcement of his appointment as President. He gave the faculty an overview of his path to USC, including his graduate studies at Yale and his 18 years at the University of Massachusetts at Amherst. In 1998, he was invited to visit the University of South Carolina as a candidate for the Dean of the School of Public Health. The President noted that he was swept away by the hospitality, the warmth and the intellectual activity of the USC community and “accepted the honor of being Dean of the School of Public Health”. In his fifth year as Dean, he was asked to serve as the interim, and then permanent, Vice President for Research, which became Research and Health Sciences.

President Pastides recounted investigating a few opportunities at other institutions, but he and Mrs. Pastides remained steadfast in their commitment to USC. He is excited to lead the University in these exciting and challenging times.

The President noted that the University is facing a lot of challenges, especially in the form of the recent 2.67% budget cut from the State Legislature, and a second 3% cut. However, he remarked that this challenge is small compared to others that the University has faced in its 207-year history. He expressed his desire to preserve tuition, if at all possible; the President stated that the only way he would support raising tuition would be if not raising it would mean diluting the quality of the education offered by the University.

President Pastides named three areas that would always be preserved: the quality of the USC education, the environment for scholarship, creativity and innovations, and the contribution that the University makes to the people of South Carolina. The President is committed to the idea that the successes of the University are closely tied with the success of the State of South Carolina. He has seen this concept in action through the offerings of support and goodwill that he has received upon being appointed President. As an example, he cited a telephone call from USC alum Larry Kellner, CEO of Continental Airlines. Mr. Kellner conveyed to the President a message from Mr. Kellner’s mother that President Pastides take his appointment seriously because to South Carolinians the leadership of the University is “a really big deal”.

President Pastides announced Focus Carolina, a major strategic planning initiative to be launched this year. It will be the most comprehensive strategic plan in the University's history and will invite the participation of every individual in each segment of the University community: faculty, staff, students and alumni. Dr. Ted Moore, Berlinburg Professor at the Moore School of Business, has been named Vice President for Planning and, along with Provost Becker and the Deans, will have a large role in this initiative. Dr. Pastides expressed his desire for collegiality and communication as tools to discover and make use of the great ideas of all University members.

The three basic elements of Focus Carolina will be (1) priority setting, (2) matching resources to University needs for fundraising initiatives, and (3) increasing operational efficiency. The President reiterated the importance of communication, cohesiveness, and in recognizing the value of each of the University's campuses. President Pastides called on all the Universities' faculty, students, staff and alumni to come together to maximize the power, good will and good works of the entire system, and to use that power of good to advance the University's potential. The vision phase of Focus Carolina is in the planning stages now, with many engagement opportunities to come in the form of setting goals, initiatives, action plans and results.

A related initiative is Carolina's Ideas, which will offer a platform for receiving ideas of the University community. Dr. Pastides noted that these will not be consultants' ideas, but the ideas of the people in the best position to contribute – the University community. Carolina's Ideas will soon have a Web presence.

President Pastides is also interested in cultivating the ideas of the University's students. As an inaugural activity in this regard, the President recently held a forum in which he invited the students to help him select his new University vehicle. The students picked a Mini Cooper – black and white with a garnet stripe and a garnet Gamecock emblazoned on the roof. The President remarked on the necessity to watch his driving while in this high-profile vehicle.

President Pastides recounted some of the University's successes during the time that he has been at USC. Included were USC's invitation to join the Carnegie Foundation's group of top research universities; the University's acquisition in the last year of \$206 million in external sponsorship (mostly for research); USC Aiken being named No. 1 in its region among 4-year colleges by *US News and World Report*; the Moore School's undergraduate international business program again being named No. 1; and the development of the innovative University 101 program that helps students acclimate and navigate in the complex public higher education system.

The President outlined recent administrative and organizational changes within the University. The Health Sciences units have been moved into the Provost's Office, with Russ Pate being the Vice Provost for Health Sciences. President Pastides' former position is being filled on an interim basis by Professor Rose Booze of the Psychology Department and Provost Becker is chairing a national search for a new Vice President for Research and Economic Development. Dean Teegen of the Moore School and Dean

Pratt of the Law School are co-chairing a national search for a new Vice President for Advancement.

The University will be launching a capital campaign in the near future, not only in the traditional philanthropic vein, but with public/private partnerships with foundations, corporations and even out-of-state entities. President Pastides hopes to foster a global perspective. Provost Becker is similarly global-minded and will be working with the faculty to craft an innovative approach to how the University is plugged in to the world. The President wants to encourage students to travel, to develop an appreciation for the interdependence of the nations of the world, and how we can learn from the experiences of other nations. He promised to listen directly to the faculty in exchange for a promise from the faculty not to fear the dynamic and beneficial changes that the University will enter into in the years ahead.

Professor Tom Chandler (Public Health) asked if the President's Mini-Cooper was going to be a convertible or a hybrid.

President Pastides reported that the Mini was not a convertible, as the students felt that the Gamecock decal would look better on a hard top. It is not a hybrid, either, as the environmental issues involving battery disposal and battery recycling have yet to be perfected by the auto industry. Besides which, the hybrids did not come in black, garnet, or garnet-and-black.

An unidentified faculty member asked the President to expound on the effect that budget cuts will have on tuition, especially in terms of minority populations in the incoming freshman classes.

The President noted that the University values diversity, and that USC students benefit from being able to meet, get to know, and learn from those who are different from themselves. He mentioned the Gamecock Guarantee program, and noted the need to continue funding it at higher levels. He reiterated that we are not looking at a tuition increase relative to the new round of budget cuts, but noted that we can't preserve tuition in the long-run by cutting the quality of our education. The University remains sensitive to the cost of education.

IV. Report of Provost.

Provost Mark Becker reported on the tenure and promotion decisions of the last year, as stipulated in the Faculty Manual. During the 2007-2008 academic promotion cycle, the University had 66 candidates and 104 decisions (because some candidates were considered for both tenure and promotion, while not all were considered for both).

The President (President Sorensen) agreed with the University Committee on Tenure and Promotion in 90% of the cases. The President agreed with the Provost in 100% of the cases; the President agreed with the Deans in 92% of the cases, and the President agreed

with the Department Chairs (in those Departments that have a Chair – not all do) in 83% of the cases.

The UCTP agreed with the Provost in 90% of the cases, with the Deans in 85% of the cases, and with the Department Chairs in 88% of the cases.

The Provost receives these files from the Deans, agreed with the Deans in 93% of the cases and with the Department Chairs in 83% of the cases.

The Deans receive the files from the Chairs and agreed with those Chairs in 82% of the cases.

Overall on the campus, out of the 104 decisions, 100 of those at the unit level (i.e., the first level of review) were recommended positively in 96% of the cases.

The Provost noted that, based on his observations from having served through four separate cycles, this is a typical cycle in terms of the percentages.

The Provost then opened the floor for the introduction of new faculty members.

Dean Mary Ann Fitzpatrick (Arts and Sciences) introduced 78 new faculty members in the College of Arts and Sciences.

Dean Hildy Teegen (Moore School of Business) introduced 10 new faculty members in the Moore School.

Dean Les Sternberg (Education) announced that he would like to welcome 100 new faculty to the College of Education – but only had enough resources to hire four, whom he introduced.

Dean Michael Amiridis (Engineering and Computer Sciences) announced that Engineering and Computer Sciences had 9 new faculty members, but 5 would be starting in January. He introduced the four who are starting this semester. He also noted that, should the President's Mini get accidentally stepped on, these new faculty members would be glad to furnish alternate transportation.

Interim Dean Sheryl Kline (Hospitality, Retail, and Sport Management) introduced 2 new faculty in the College of Hospitality, Retail and Sport Management.

Associate Dean Rob Wilcox (Law) introduced 3 new faculty to the School of Law.

Interim Dean Tom McNally (Libraries) introduced 4 new faculty members to the University Libraries.

Dean Charles Bierbauer (Mass Communications and Information Studies) introduced 7 new faculty members in the College of Mass Communications and Information Studies.

Professor Robert Best (Medicine) introduced 35 new faculty members of the School of Medicine.

Dean Tayloe Harding (Music) introduced 4 new faculty members of the School of Music.

Professor Patrick Hickey (Nursing) introduced 3 new faculty members in the College of Nursing.

Interim Dean Tom Chandler (Public Health) introduced 5 new faculty members of The Arnold School.

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

Dean Chris Plyler (Regional Campuses) introduced 10 new faculty members at the Regional Campuses of the University, specifically at Extended University, Lancaster, and Sumter.

The President and Provost welcomed all new faculty colleagues.

V. Invited Guests

Director Lola Mauer (Family Fund) introduced herself and Professor Patrick Hickey from the College of Nursing, one of the co-chairs of this year's Family Fund campaign. His co-chair, Vicky Fecas, was unable to attend the meeting. Director Mauer gave an overview of the Family Fund, emphasizing how faculty and staff members can direct their contributions to the focal points of their choice. The Family Fund is a unique opportunity to show how much we believe in the University's momentum, and to support initiatives that are compatible with our own passions.

Professor Hickey spoke of his experience climbing Mt. Everest last year, and what a significant accomplishment it was for him. He noted that many students in the College of Nursing and throughout the University system are working several jobs to be able to fulfill their dreams and realize their accomplishments, and he encouraged the faculty to show our pride and investment in the University by contributing to the Family Fund and helping the students and the University progress. We are trying for 100% participation this year.

Director Mauer noted that, for four years in a row, the College of Hospitality, Retail, and Sports Management has achieved 100% participation as an entire college. In addition, 100% of the University's Deans are involved with the Family Fund, and 81% of its Department Chairs. Every gift is important; even a contribution of \$2.00 per pay

period will do so much good, and speaks volumes to the students about how much we care.

Patrick Hickey and Vicky Fecas have volunteered throughout the campus and will be happy to come to department meetings to tell faculty and staff about this year's Family Fund campaign.

Professor Hickey and Director Mauer reminded faculty of the upcoming Family Fund social events – an ice cream social on September 18th, and in December, departments that have increased their participation from the year before or have once again met 100% participation, will be entered into a drawing for a breakfast buffet for the department with President and Mrs. Pastides. Campaign brochures have been distributed. Information is also available at <http://www.sc.edu/familyfund>.

President Pastides related that Professor Hickey had taken Cocky with him on his climb of Mt. Everest and had planted a USC flag at the Summit. He thanked Professor Hickey for his inspirational support of the College of Nursing and for his commitment to the University. He then invited Professor Robin Puett to address the faculty about a new networking opportunity.

Professor Robin Puett (Public Health) introduced a new faculty organization, the Early Career Faculty Network. The organization is sponsored by the Provost's office and focuses on new and early career faculty. Its mission is to maximize success, retention and quality of life for early career faculty at USC. Professor Puett and Professor Ron Brown are co-chairs; Professor Heather Kitzman-Ulrich is Vice-Chair. The organization is developing initiatives in five areas: Research, Clinical, Teaching, Service and Social. The organization is planning activities for the year, including a Happy Hour at the Hunter-Gatherer and a fall Faculty Night at the Strom Thurman Wellness Center. The organization is also working with Dr. rose Booze to develop a research day which will introduce early career faculty to research resources at USC, and to further opportunities for networking. The Network is also working with other organizations on campus, like the Center for Teaching Excellence, to help early career faculty to learn about resources and events. The Network is working on its website; presently the organization is attached to the Provost's website at <http://www.sc.edu/provost/facultydevelopment/ecfn/>. The Early Career Faculty Network welcomes feedback and ideas from all members of the faculty.

VI. Reports of Committees

There were no reports of committees.

VII. Old Business.

There was no old business to come before the body.

VIII. New Business.

There was no new business to come before the body.

VIII. Good of the Order.

No further matters were brought forward for the good of the order.

IX. Adjournment.

A motion was made, seconded, and passed to adjourn the meeting. President Pastides welcomed all new faculty and invited all in attendance to a reception in the lobby outside the auditorium before the Faculty Senate meeting.